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TENTH ANNUAL REPORT

OF THE

BUREAU OF STATISTICS

OF

LABOR AND INDUSTRIES

OF

NEW JERSEY,

FOR THE YEAR ENDING OCTOBER 31ST,

1887.

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STATE OF NEW JERSEY, OFFICE OF BUREAU OF STATISTICS OF LABOR AND INDUSTRIES,
TRENTON, October 31st, 1887.

To His Excellency, Robert S. Green, Governor :

SIR—I have the honor to submit to the Senate and General Assembly, through you, the Tenth Annual Report of the Bureau of Statistics of Labor and Industries.

JAMES BISHOP,
Chief.

ERRATA.

Page 45, No. 134, read 1879 for 1877.
Page 83, 1st line, read *convention* for *connection.*
Page 105, 20th line from top, read No. for D.
Page 111, 16th line from top, read $22,115.

INTRODUCTION.

In the introduction to the Third Annual Report of this Bureau the following comments were made: "The elevation of the wage-working class to a higher condition of education and self-help has become an absolute necessity for the preservation of our free institutions; for, as this class forms a large majority of the voters of our country, it must ever constitute that conservative element which, through an educated intelligence quite within their reach, should always be on the alert to check any revolutionary or communistic tendency which may manifest itself on the one hand, and on the other be able to exert such a wise influence upon legislation as will prevent all combinations for the purpose of monopolizing either the highways for transportation, or the products of manufactures of the country, whereby it is made possible, by advancing prices, to increase the cost of commodities which enter into the daily consumption of the people. Uniformity in the cost of living is an essential element in the prosperity of the wage-working class, for it is not always the case that the advance in articles of consumption is met by a corresponding advance in wages."

That there was at that time cause for alarm has been proven by the rapid formation of trusts and combinations which have since taken place. Their evil influence, and disastrous effect upon the well-being of the wage-workers cannot be questioned. Mills and factories have been closed, the number of workers reduced, and no advance in wages secured by those who have been favored by being continued in employment.

Whatever effective steps have been taken towards the suppression of these combinations through legislative enactment, have been taken in response to the demands made by organized labor; and it is quite clear that no other successful barrier will be raised against their continuance, nor is there any other force so potent to secure their entire suppression.

This Tenth Annual Report is devoted largely to statistical information with regard to the labor organizations of New Jersey in order that their objects and aims may be better understood and the unwarranted prejudice which has existed against them in some quarters be removed.

The right of workingmen or workingwomen to organize is no longer questioned; and yet there are many who doubt whether any really practical results can come through such organization. It is with the purpose of giving plain statistical facts upon the subject that these enquiries have been undertaken so that the exact condition of labor organizations may be ascertained and their effect upon the wage-worker of the State considered.

The examination has been carried on through most competent enumerators, selected because of the confidence placed in them in labor circles, whether trades union or Knights of Labor. Special blanks were prepared for the purpose designed to cover the the ground of investigation as fully as possible. The secretaries and statisticians of all the labor organizations have been called upon it assist the enumerators, and have as a general thing responded cheerfully to the work.

It would seem as if the strike and lock-out were the natural outgrowth of organized labor, and we have therefore continued the collection of the statistics of these industrial disturbances from the period when the Commissioner of Labor of the National Bureau—Col. Carroll D. Wright—terminated his six years investigations, Dec. 31, 1886.

In addition to this statistical information, the history of some of the most important labor troubles of the past two years is given in Part 5.

The subject of Co-operation has also considerable space devoted to it. An account of the encouragement the movement has received from labor organizations as well as the present condition of the New Jersey societies organized under the State acts of the Legislature will be found in Parts 4 and 6, respectively.

Part 7 is devoted to the men's Hat Industry. This is followed by a reproduction of such of the laws of 1888 as relate to the employment of labor and affect the interests of the wage-workers of the State.

PART I.

LABOR ORGANIZATIONS IN AMERICA AND ENGLAND.

Statistics of Membership and Efficacy of the Trades Unions and the Order of the Knights of Labor in New Jersey.

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"Whatever else unionism may be," wrote Thornton, in 1868, "we may rest assured that it is, at any rate, full of vitality"—a statement which has been fully justified by the recent history of the "organization of labor," as it is called, both in this country and England. And he who fondly imagines that the reaction which appears lately to have set in on this side of the Atlantic, signifies the overthrow of trades-unionism, is, as Prof. Ely in his "Labor Movement in America" observes, the merest tyro in social science and an ignoramus in American history. Besides, this reaction has been visible in only one phase of the American labor movement—that of the Knights of Labor. And this was to be expected.

The rapid rise of the Order and its unprecedented increase in membership from fifty odd thousand in 1883 to more than seven hundred thousand in 1886 was unnatural. Knighthood suddenly became the fashion among the wage workers, many of whom had exaggerated notions of the benefits to be derived therefrom; and, therefore, when the novelty disappeared, came the dropping out, and with it the apparent decline in influence of the organization. It became too large and unwieldy; there was not enough cohesion in it to meet defeat. Whether the system on which the order was founded is at fault remains to be proved. It must be admitted, however, that there is some truth in the criticism of an English economic writer, who, prophesying national and cosmopolitan unionism long before the Knights of Labor were heard of, held:

"National unionism is only to be built up piecemeal. To begin by laying the foundations co-extensive with the area finally covered, would be a sure way of getting beyond the foundations."*

But mere numbers tell only half the story. The impulse given to organization among the working classes, especially the less intelligent laborers and women wage workers, who are only beginning to try combination as a remedy for their terribly miserable condition, must be credited as one of the results which the humble tailor of Philadelphia strove to accomplish when he founded, eighteen years ago, the most remarkable association of modern times for the purpose of gathering "into one fold all branches of honorable toil, without regard to nationality, sex, creed or color." And, as a matter of fact, the development of many of the organizations known as trades unions, which are confined to distinct trades or subdivisions of labor, is owing in no small degree to the educational influence of this order, of whose original aims as well as constitutional development a sketch is given in another part of this report.

The germ of the trades unions of to-day may be found in the guilds of the middle ages; but industrial life was entirely different then from what it is now, and so were the old trade combinations which existed up to three centuries ago. Their object was an association of masters and workers alike for the purpose of protecting the interests of all. The guilds disappeared with industrial progress and the result was a state of social anarchy for the workers, as it has been aptly expressed.†

The modern trade societies, so far as England was concerned, came upon the scene with the factory and the factory operative,

* Altogether it is a decided change that has come over the labor movement within a few months, and, all things considered, a decidedly wholesome one. The unprecedented series of strikes inaugurated by the Knights of Labor has resulted in one severe defeat after another for eighteen months. The inevitable reaction will be that the faith of the great body of unskilled and half skilled labor in the efficacy of labor organizations will be greatly shaken. The chances are that no such attempt to win an advanced position by a pitched battle all along the line will be made again in a great while. The phenomenally rapid growth of the Knights turned the heads of the majority of the members, who found themselves, for the first time in their lives, a part of a really powerful body. They exaggerated their strength, and each local assembly thought that, backed by such numbers and any amount of financial support, and armed with the boycott, it could wrest from capital anything it chose to demand. It is safe to say that that idea has been thoroughly exploded. Future work will be slow and constructive, and labor will understand what all of us have to learn, sooner or later, that all permanent success is built up by conservative methods on a basis of solid attainments of character and self control.—*Work and Wages, July*, 1887.

† J. Burnett, Labor Correspondent of the Board of Trade, in his Parliamentary Trade Union Report, 1887.

and traces of their existence, as secret societies, may be found right through the eighteenth century. Yet fifty years before the appointment, in 1867, of the Royal Commission of Inquiry into the methods and extent of British trades unions, they had scarcely been heard of. All combinations of workingmen, up to 1824, were under the ban of the law and illegal in Great Britain; and though from that date liberty of organization was given, they were looked at with suspicion, as being organized for the purposes of "restraint of trade," and hardly tolerated by the courts or general public as late as 1869. Judicial wisdom even went so far as to declare that it was no crime in law to embezzle trades union funds. It was not till 1871 that these societies were given a legal status, and it still required five years' agitation to effect the repeal of every legal grievance complained of. To-day every trades union in the United Kingdom that is duly registered stands in much the same position as any other trade corporation: Associations of employer and employe are equal in the eye of the law.

The result has been that trades unions have become conservative, and both trade and society have been greatly benefited. Strikes have become less frequent, and such occurrences as the Sheffield outrages, which induced the investigation by the Parliamentary commision above mentioned, are now unknown. The English unions have never been in better condition than now. Their membership has doubled in fifteen years. It runs up to three-quarters of a million, representing nearly every trade in the Kingdom. And their financial strength is commensurate with their numerical strength. A few years ago, in an article contributed to the *Contemporary Review*, Mr. G. Howell, M. P., a bricklayer, gave some interesting statistics of seven of the largest of these societies. For the nine years ending 1884 their receipts were in the neighborhood of fourteen million dollars. Of this but six and a-half per cent. was expended in trade movements; by far the greater portion was paid out to sick and needy members or in other "benefits." And so with most of the other unions—only a relatively small amount goes to the credit of labor disputes. Generally, they are trade and provident societies combined, and the membership dues range from fifty cents to over one dollar per month. All are founded on democratic

principles: every member has a voice and vote in the management. Those which are of more than local extent are sub-divided into lodges or branches, like our own. Branches are grouped into districts, which periodically elect their executive boards or committees. Strikes cannot be ordered without the consent of this committee, but it cannot take the initiative in ordering a strike. Some of these societies have a yearly equalization of funds, so that each branch shall hold only the average amount per member.

The largest of these unions are: The Miners', 110,000: Weavers, 75,000; Engineers', 52,000; Carpenters and Joiners', 30,000; Agricultural Laborers' 30,000; Boiler Makers and Iron Ship Builders', 28,000; Tailors', 20,000; Operative Cotton Spinners', (amalgamated,) 16,000; Boot and Shoe Riveters and Finishers', (National Union,) 16,000; Iron Founders', 13,000; Masons', 12,000; Railway Servants', 12,000; Oldham Cotton Spinners', 11,000; Card and Blowing-Room Operatives, 11,000; and Laborers' Union of Kent and Sussex, 10,000.

The tendency for the past twenty years has been towards federation of the various trade associations. "The Trade Union Congress" is annually convened to discuss matters of interest to workingmen, and to consider such measures as have been, or it is thought desirable to bring, before Parliament. For this purpose it chooses a Parliamentary or "Vigilance" committee, of ten members, and a secretary, who is the only paid official. This secretary at present is H. Broadhurst, M. P., who was Under-Secretary of State for the Home Department during the last Gladstonian administration. The congress has elected eleven of its members to Parliament, and a number have been appointed Mine and Factory Inspectors. It has also caused to be placed on the statute book much useful legislation. At the congress, which was held at Swansea in September, 1887, there were represented one hundred and thirty trade associations and "councils," whose total membership footed up 600,000. At this meeting the following resolution for an international congress was unanimously adopted—a step which had been favored for some time, but was discountenanced by those who saw in it the spectre of the "Red International," which came to an inglorious end in the early 70's:

"That this congress views with satisfaction the growing friendly feeling between the workmen of Great Britain and the continent, and that the Parliamentary Committee take steps by means of an international congress, to be held in London next year, to bring about united action on questions directly affecting the interests of labor."

Thus, the prediction of Thornton concerning trades-unionism development, made twenty years before, bids fair to be fulfilled: "Its past growth may be but an earnest of its future stature. For the organization of trades unions has a visible tendency to consolidate and to extend, and it is apparently susceptible of indefinite extension: From local association to national federation is but a single step, and from thence to alliance with foreign federations is but another." And he did not dream of the possibility of that wonderful growth of recent years, the "Noble Order of the Knights of Labor of North America," an international labor organization founded on the principal of solidarity in its widest sense, and extending beyond the confines of the United States. It for a long time has had a large membership in Canada, and already has established a foothold in England and Belgium. A few of the English trades unions have also lodges in America, including the "Amalgamated Society of Engineers, Machinists, Millwrights, Smiths and Pattern-Makers," and the "Amalgamated Carpenters and Joiners."

Various estimates have been made of the total membership of the labor organizations in the United States, and are very wide apart. But if we exclude the distinctively beneficial societies, whose membership is composed of all classes of citizens, and which are numerous, and the Grangers, (or Patrons of Husbandry,) composed of independent farmers, the aggregate would hardly reach a million, and this, reckoning the Knights of Labor at five hundred thousand strong. Mr. Charles F. Pidgin, the Chief Clerk of the Massachusetts Bureau of Labor Statistics, in McNeill's "Labor Movement," just published, graphically presents to the eye, by means of a colored diagram, a view of the relative number of trade societies in this country, based, it is asserted, on the latest official statistics.* Of course, this does not give an accurate idea of either

*These are not given, unfortunately.

the relative or total membership of the different trade associations, but is nevertheless a valuable and interesting contribution to the labor literature of the day. So is the following "Directory of National and International Trades Unions," published in each issue of the *Carpenter*, of which Mr. P. J. McGuire, the Secretary of the "Brotherhood of Carpenters and Joiners of North America," as well as of the "American Federation of Labor," is the editor. The original list includes a few "trade districts" of the Knights of Labor, which are omitted here and reproduced in their proper connection below; nor is it complete:

AMERICAN FEDERATION OF LABOR.—Samuel Gompers, President, 171 East Ninety-first Street, New York.

BAKERS.—George Block, General Secretary, 190 William Street, New York.

BARBERS (Journeymen).—Ed. Finklestone, President, 431 Second Avenue, New York.

BOATMEN (International).—Thomas Archer, Secretary, 26 Albany Street, New York.

BOILER MAKERS.—T. J. Curran, President, 227 Spring Street, New York.

BOOK-KEEPERS (Clerks included).—Tom O'Neill, General Secretary, 103 Hoyt Street, Brooklyn, N. Y.

BOTTLE BLOWERS (Eastern Division).—F. S. Tomlin, President, 19 Third Street, Brooklyn, N. Y.

BREWERS (Journeymen).—Louis Herbrand, 213 Forsyth Street, New York.

BRICKLAYERS AND STONEMASONS.—W. H. Stevenson, General Secretary, Station A, Cincinnati, O.

BRUSH MAKRRS.—John A. Loughead, Secretary-Treasurer, Philadelphia, Pa.

CARPENTERS (Amalgamated).—Thomas Shaw, District Secretary, 627 First Avenue, New York.

CARPENTERS (Brotherhood).—P. J. McGuire, General Secretary, Box 884, Philadelphia, Pa.

CARRIAGE AND WAGON-MAKERS—H. Wallstrom, 117 East Fourth Street, New York.

COOPERS.—Aug. Schmidt, New York.

CIGAR MAKERS.—A. Strasser, President, Fitch Institute, Buffalo, N. Y.

COAL MINERS (Amalgamated).—George Harris, President, Box 238, Harrisburgh, Pa.

COAL MINERS (National Federation).—C. Evans, General Secretary, New Straitsville, O.

ENGINEERS (Amalgamated).—W. W. McClelland, 335 West Thirteenth Street, New York.

ENGINEERS (Locomotive).—P. M. Arthur, Chief, Cleveland, O.

ENGINEERS (Stationary).—G. G. Minor, Box 555, Cincinnati, O.

FIREMEN (Locomotive).—Eugene V. Debs, General Secretary, 620 Main Street, Terre Haute, Ind.

FURNITURE WORKERS.—H. Emrich, General Secretary, 339 East Twenty-first Street, New York.

GLASS WORKERS (Flint).—W. J. Smith, President, 90 Diamond Alley, Pittsburgh, Pa.

GRANITE CUTTERS.—Josiah B. Dyer, General Secretary, 35 and 37 Frankfort Street, New York.

HORSE COLLAR MAKERS.—Joseph Meyer, General Secretary, 1436 North Sixteenth Street, St. Louis, Mo.

HATTERS (Finishers).—D. J. Haggerty, President, 56 Pulaski Street, Brooklyn, N. Y.; John Phillips, 477 Park Street, Brooklyn, N. Y.

HATTERS (Makers).—John C. Richardson, President, 122 Elm Street, Newark, N. J.; James H. Penrose, Secretary, 523 Snyder Avenue, Philadelphia, Pa.

HATTERS (Silk and Fur).—W. S. Higbie, General Secretary, 212 Broadway, New York.

HATTERS (Wool).—A. M. Taylor, General Secretary, Matteawan, N. Y.

HORSESHOERS.—James Farry, President, 367 East Seventy-sixth Street, N. Y.

IRON MOULDERS.—P. F. Fitzpatrick, President, 183 Walnut Street, Cincinnati, O.

IRON AND STEEL WORKERS (Amalgamated).—Wm. Weihe, President, 514 Smithfield Street, Pittsburgh, Pa.

METAL WORKERS.—George Appell, General Secretary, 90 East Lombard Street, Baltimore, Md.

MUSICIANS (National League).—Jacob Beck, Secretary, 1203 Chestnut Street, Philadelphia, Pa.

PATTERN MAKERS (National League).—Wm. J. Johnston, Secretary, 424 Volkman Street, Philadelphia, Pa.

PAINTERS AND DECORATORS (Brotherhood).—J. T. Elliott, General Secretary, 1314 North Fulton Avenue, Baltimore, Md.

PIANO MAKERS.—George H. McVey, 562 Graham Avenue, Brooklyn, E. D., N. Y.

PLASTERERS.—Joseph McDonnell, General Secretary, 4248 Prairie Avenue, St. Louis, Mo.

PLUMBERS (Gas Fitters and Steam Fitters included).—J. A. Harris, Secretary, 352 Washington Street, Newark, N. J.

PLUMBERS (International Union).—Francis Graham, President, 936 Tenth Avenue, New York.

RAILROAD BRAKEMEN.—E. F. O'Shea, Galesburgh, Ill.

RAILROAD CONDUCTORS.—C. S. Wheaton, Chief, Cedar Rapids, Iowa.

RAILROAD SWITCHMEN.—Joseph D. Hill, Secretary, 164 Washington Street, Chicago, Ill.

SHOE LASTERS.—Edward L. Daly, Secretary, 2 Silsbee Street, Lynn, Mass.

SPINNERS.—R. Howard, General Secretary, Box 203, Fall River, Mass.

STEREOTYPERS (New York and vicinity).—Joseph Dean, Secretary, *Telegram* office, New York.

TAILORS (Custom).—John B. Lennon, General Secretary, 12 Stanton Street, New York.

TEXTILE WORKERS (Progressive Union of America).—Robert Hoffmann, 2744 Filmore Street, Philadelphia, Pa.

TYPOGRAPHICAL UNION (International).—William S. McClevey, General Secretary, 356 Blue Island Avenue, Chicago, Ill.

TYPOGRAPHIA (German-American).—Hugo Miller, 115 Park Row, New York.

WOOD CARVERS.—John C. Holtz, General Secretary, 30 Pitt Street, New York.

The compiler does not vouch for the completeness of this list, nor does it include the "central labor unions" and "trades assemblies," which are common at our centres of industry. These are representative bodies, composed of delegates from constituent trade societies. Then there are the many national and district "trade assemblies" of the Knights of Labor, which, though more comprehensive, are practically trades unions, and, doubtless will survive the "breaking up" of the order, if certain pessimistic prophecies are fulfilled. Several trades, including hatters and printers, have national trades unions as well as K. of L. organizations, but in such cases the Knights are also members of their respective unions. These trade assemblies are formed of local assemblies whose entire membership is composed of a distinct trade or calling, and, with a single exception, are known as "district" or "national trade assemblies." This exception is the Window Glass Workers' Association, or "Governing Local Assembly 300, Pittsburgh, Pa.," which was organized under a special law in 1879 and is subdivided into "preceptories," which are simply collection districts, and have no other functions. The following trades are organized in national assemblies: Axe and edge tool workers; book binders; cigar makers, packers, etc.; file makers; garment cutters; hatters; iron and steel workers; leather workers; lithographers; machinery constructors; miners and mine laborers; painters, paper hangers and decorators; plumbers, gas and steam

fitters; potters; seamen; silk workers; shoe makers; surface railroad men; and steam railroad employes. The district trade assemblies comprise: Glass blowers, (bottle,) two districts; shoemakers, two districts; stationary engineers and firemen; textile workers, and printers.

Even the incomplete data at hand show the progress of organization among wage-workers in the United States to have been phenomenal, and this within the past quarter of a century. Isolated cases of trades organizations existed before 1830,* but it was not until the impulse given by the agitation for a ten-hour law, fifty odd years ago, that the American labor movement can be said to have begun; and for that matter, trades-unionism led a very precarious existence up to 1860, although it has been asserted that at this time fully twenty-six trades had national associations.

While workingmen's organizations were not proscribed here as in England, they were, a half century ago and later, accorded very scant favors. They were denounced as of foreign origin, not in harmony with our institutions. The old common law interpretation of what constituted conspiracy was made to do duty to discountenance them and their methods; what was innocent when done by one person, became a misdemeanor when done by several in combination, and even as late as 1867 the learned Chief Justice of our own State held that it was an indictable conspiracy at common law for several employes to notify their employer that, unless he discharged certain workmen, they would quit his employment. That rule was in force until modified by statute in 1883, and is still law in some of our States, even where all the "conspirators" are employed in the same shop.†

From the close of the civil war labor organizations have increased rapidly. Since then the movement has tended towards a national federation of trades unions. After more or less successful attempts in this direction, the "Federation of Organized Trades

*The "New York Society of Journeymen Shipwrights" was incorporated April 3. 1803, and a union of the "House Carpenters of the City of New York" in 1806. *Ely's Labor Movement.*

†A recent decision in a conspiracy case, by a distinguished justice of the New York Supreme Court, holds, as we understand it, the New York Code rule regarding conspiracy to apply to the so-called "sympathetic" strikes, and to all cases except where the strikers, or those initiating a strike, are under the same employer. The comprehensive New Jersey law of 1883 would hardly warrant such a decision here. (See Chapter 28, reproduced in the Bureau Report for 1885, p. 416.)

and Labor Unions of the United States and Canada" was formed in 1880.* This movement is entirely distinct, and in a certain degree antagonistic to, the Knights of Labor. The latter is founded on the idea of the solidarity of all wage-workers and the consolidation of their organization into one compact mass, instead of a federation of separate, independent trade associations.

A characteristic of our labor organizations, worthy of mention, is the "official journal" idea. Nearly every association of more than local extent publishes its weekly, semi-monthly or monthly periodical; and this does not include the so-called labor papers, of which about five hundred were said to be in existence in 1886. With but few exceptions these are in the English language, but there is a considerable sprinkling of German papers also. In at least one case, the *Cigar Makers' Official Journal*, the organ of the Cigar Makers' International Union, while the bulk is in English, several columns are printed in the Bohemian and German languages; and, in the *Carpenter*, space is given to German articles.†

THE LABOR ORGANIZATIONS OF NEW JERSEY.

For the purpose of securing information concerning the extent and efficacy of the labor associations in this State, the Bureau prepared a suitable blank containing a series of comprehensive questions to which our agents succeeded in obtaining more or less satisfactory replies. This inquiry was undertaken in response to a desire frequently expressed for reliable data of American trade societies, and with the two-fold object of showing what organization

*On December 12, 1883, the sixth annual congress was held at Columbus, Ohio, where the first convention of the "American Federation of Labor" also convened. Both organizations coalesced, and since then there has been only one "Federation."

†Out of a list of seventeen such periodicals at this writing on our table, three are published in the German language exclusively: *Baecker-Zeitung*, (weekly,) organ of the Bakers' National Union; *Buchdrucker-Zeitung*, (semi-monthly,) organ of the Typographia, or German Typographical Union of the United States, and *Kuefer-Zeitung*, (monthly,) which speaks for the coopers. Two-thirds of the *Furniture Workers' Journal*, (semi-monthly,) and of *Progress*, (monthly,) which is published by the Tailors' Progressive Union, are also in German. The English official papers are: *The Journal of United Labor*, published by the General Executive Board of the Order of Knights of Labor; *The Craftsman*, of the Typographical International Union; *Granite Cutters' Journal*, (monthly); *Iron Moulders' Journal*, (monthly); *Railroad Brakemen's Journal*, (monthly); *Switchmen's Journal*, (monthly); *Railway Conductors' Monthly; Cigarmakers' Official Journal* (monthly); *The Carpenter*, (monthly); *Brotherhood of Locomotive Firemen's Magazine*, (monthly); *Brotherhood of Locomotive Engineers' Monthly Journal;* and *The Painter*.

has already accomplished in promoting the aims of workingmen, and of stimulating intelligent combination on the part of those yet unorganized. The investigation proved to be a work of considerable difficulty, for those connected with these associations objected, as a rule, to any publicity whatever. Particularly was this the case with the Knights of Labor, many of whose assemblies are still secret societies. There is much less difference in this respect, however, between the Knights and the so-called "open" or trades unions than is generally supposed.

The following was the scope of the inquiry: Membership at organization; number of members in good standing and not in good standing during the year, their nativity, regularity of employment, daily work hours, and the times and manner of payment of wages; efficacy of organization in increasing wages, reducing hours of labor, and starting co-operative enterprises; membership expenses, regulation of apprenticeship and benefit features. With the exception of the information regarding the number of members "not in good standing," the replies were fairly complete.

Our returns are tabulated below in connection with summaries, as far as practicable. These comprise the organizations actually in existence about July, 1887. No account has been taken of those defunct. That would undoubtedly be a very interesting subject for inquiry, but from the nature of the case was impossible. The list of "lapsed" local assemblies of the Knights of Labor, has been a large one, particularly during the latter part of 1886 and the beginning of 1887, when the turn in the tide began. A record of all this is kept at the general office of the order, in Philadelphia, but that is at present a sealed book to the outside public.

The "open" or trades unions in New Jersey represent 66 occupations and number 158, of which 113 are subdivisions or subordinate branches of national or international organizations, and 45 local or independent associations. The Knights of Labor have 231 "local assemblies," most of which are grouped in "district assemblies" or belong to a district or national "trade assembly." There are 173 local trades assemblies, composed of members belonging to a single industry (not necessarily a trade) and 58 "mixed" locals, representing all occupations, for admission to the

order is open to all but lawyers, bankers, professional gamblers, stockholders or those who make their living by the sale of intoxicating liquor. As a matter of fact, 137 occupations, many of them not coming under the designation of manual labor, are recorded in Table No. 6.

Thirty-two of the various national and international associations, other than Knights of Labor, are represented in New Jersey, not including the Order of Railway Conductors, which has 4 lodges here but at present is only an insurance association. No returns have been received from these, and they are not included in the totals given above. The Bricklayers' and Masons' International Union of North America has the largest constituency in this State —12 local unions and a membership of nearly 1,700, which is nearly equaled by the International Trade Association of Hat Finishers and the National Hat Makers' Association, each of which have only 4 local unions here, and those are in Essex county. The Brotherhood of Carpenters and Joiners of North America is likewise numerically strong, but is represented by but 5 local unions, while the United Order of American Carpenters and Joiners has 13. The respective membership of these two bodies in New Jersey, is 1,260 and 1,125. The Grand International Brotherhood of Locomotive Engineers has a membership of 800, included in 8 "divisions," while the Brotherhoods of Locomotive Firemen and of Railroad Brakemen have, respectively, a membership of 750 and 546, with 10 "subordinate lodges" each. The 518 members of the Druggist Green-Glassblowers' League of the United States and Canada, Eastern District, are distributed over 11 "branches." From July to November, 1886, these belonged to D. A. 149, Knights of Labor, but in the latter month reorganized their old association, which traces its existence back to 1856. The American Flint Glass Workers' Union and Bohemian Glass Blowers' League are represented in this State, but numerically are small. The Window Glass Workers' Union is Local Assembly 300 K. of L., and has over 400 members and 9 "preceptories" in New Jersey. The International Typographical Union, Bakers' National Union, Cigarmakers' International Union and Brotherhood of Painters and Decorators of America are the only remaining organizations which

have any considerable membership in this State. The following concludes this list: Beer Brewers' National Union, Cabinet Makers' Union of North America, National Association of Stationary Engineers, American Order of Steam Engineers, Musicians' National Union, Plasterers' International Union, Steam and Gas Fitters' Union of North America, Plumbers' International Union of North America, German Typographical Union of the United States, Granite Cutters' National Union, Tailors' Progressive Union of America, Amalgamated Iron and Steel Workers' Association of the United States, Pattern Makers' National League, Amalgamated Machinists, Engineers, Blacksmith and Pattern Makers' International Association, Iron Moulders' Union of North America, and Journeymen Horseshoers' National Union.

The total membership of the 158 New Jersey unions* includes 17,640 individuals, of whom less than 3 per cent. are females, while 48 per cent. are American born. The foreign born element among trades unionists thus amounts to 52 per cent. This, however, varies in the different trades as well as in the different localities, as may be seen from the tables. The nativity estimate is, moreover, only approximately correct, as the calculation is based on 84 per cent. of the total membership—a large enough basis to be considered fairly accurate.† Generally speaking, the native born mechanic gives way to the foreign born, so far as trades union membership is concerned, as we proceed from south to north. So also in certain industries: glass workers, railroad employes and iron workers are more largely American than foreign born. The same statement holds good for the Knights of Labor; but with them the American born element is somewhat relatively smaller—47.7 per cent. of the whole number, 40,172. There is, on the other hand, a much larger proportion of women, 4,400 in all, or 11 per cent. But thus far, with very few exceptions, the attempts to organize female wage-workers have been failures. On this point a prominent Knight of

*Exclusive of the "Railway Conductors," which is merely an insurance association, and of the "Grangers."

†In Illinois, according to the report of the Bureau of Labor Statistics for 1886, the American born element of the 49,604 trades unionists and 33,544 Knights of Labor was 21 and 45 per cent. respectively. Our calculations hardly give a fair idea, though, of the *influence* of the foreign born element, which is said to be far more favorable to organization than the native born. The parents of very many members classed as American born were immigrants.

Labor in one of the largest counties in the State reports: "Men connected with the various trades, in some of whose subdivisions women are employed, saw in their organization a means of bettering the general condition of the workers. They used every possible means of persuasion, and in some cases even went so far as to force them to join a trades union or local assembly. After a great amount of trouble, we succeeded in initiating some 1,800 or 2,000 females into the K. of L. Some were taken into our assemblies, but the majority formed their own. As soon as they were left to shift for themselves they began to fall off very rapidly, so that at present there are scarcely 500 left. Upon the whole, I do not think that women are of any assistance to labor organizations. It is impossible to watch them and take care of yourself at the same time. Eight-tenths of the men need steady 'schooling' for about two years. After we have learned how to take care of ourselves, we may possibly do something for the female wage-workers."

Together the 389* labor societies, trades unions and Knights of Labor inclusive, report a membership of 57,962. But this total is too large, as a number of mechanics belong to both organizations. It is probable that this duplication does not exceed 5,000 in all, which would still leave a round 53,000 as the aggregate membership, if the statistics as reported to the Bureau comprised only those "in good standing." This is not the case, especially among the Knights of Labor. There is no doubt that the actual member-

*This does not include a few associations such as the Essex, Passaic and Hudson county trades assemblies or central labor unions, and the Paterson K. of L. Mutual Improvement Society. The latter is simply a debating society and "school" for Knights generally in that locality; the trades assemblies are representative bodies only. Here is the summary of trades unions and K. of L., showing nationality, as given in detail below:

	No.	Total membership.	Total reporting nativity.	American born.	Irish.	German.	English.	Scotch.	Swiss.	French.	Italian.	Other foreign born.	Men.	Women.
Total K. of L.	231	40,172	35,623	16,999	7,280	5,082	2,397	743	169	556	442	1,955	35,772	4,400
Per cent.			88.7	47.7	20.4	14.3	6.73	2.09	.48	1.56	1.25	5.49	89.1	10.9
Total trades unions	158	17,790	15,544	7,464	3,079	3,114	774	211	63	90	200	549	17,134	506
Per cent.			88.1	48.1	19.8	20.	4.98	1.35	.40	.57	1.28	3.52	97.1	2.9

ship was as large as this at the close of 1886 or beginning of 1887, but since then the dropping out has been considerable. A calculation, based on returns from a number of local assemblies, shows that the decline in membership in some of the "district" assemblies by the middle of the latter year was fully fifty per cent.; in others, it was not so marked. Probably an estimate of 30,000 Knights of Labor in this State in July, 1887, would not be far out of the way—that is, a total of nearly 50,000 organized workmen—a figure not too large, when it is remembered that many workingmen and women, in localities like Jersey City and Camden, belong to organizations in New York and Philadelphia, and are not accounted for in our returns. Nor are the distinctive beneficial associations, such as the "Railway Conductors." The Grangers, too, are omitted. These number about 1,800 in good standing.

An idea of the development of workingmen's organizations may be formed from Tables Nos. 1 and 2. But this is not by any means an accurate record of the relative strength of organization in the different trades at the different periods mentioned, for no information is given of the many defunct trade societies, or even of the past membership of those in existence at present—data which it is practically impossible to obtain. It is reported, that the earliest New Jersey trades union was that of the hatters in Essex county. One of the present journeymen hatters in Newark states that he was a member as early as 1831 or 1832. The Brown Stone Cutters' Independent Union, of Newark, reports its date of organization at 1834, and is still in a flourishing condition with 400 members. In Trenton the stone cutters were organized as early as 1833, and from that association the present Stone Cutters' local assembly of the Knights of Labor there traces its descent—a local which was reorganized in 1886, but was first started in 1873 as No. 22, K. of L., and was the pioneer one in this State. The bricklayers of Trenton also originally founded the present hod carriers' local in that year as "No. 52." So was "No. 31," of Camden, which is the only one of the three which has had a continuous existence to the present time.

This is the record, so far as the organizations at present in existence are concerned:

TRADES UNIONS.		KNIGHTS OF LABOR.	
YEAR.	NO.	YEAR.	NO.
1834	1	1873	3
1849	2	1875	1
1854	3	1876	1
1857	4	1877	*9
1862	3	1878	1
1864	1	1879	6
1865	1	1880	1
1867	2	1881	3
1868	2	1882	3
1870	1	1883	5
1878	2	1884	4
1879	6	1885	58
1880	5	1886	122
1881	10	1887	24
1882	4		
1883	3		
1884	12		
1885	18		
1886	24		
1887	22		

* "Preceptories;" all included in Local Assembly 300.

How many workmen are unorganized?

Our agents attempted to get some information on this point, but in most cases they failed, and where an estimate has been reported in our tables, it is given for what it is worth—at best a guess, on which little reliance can be placed. It is true, that in a few industries there are none outside of the trade organization, but this is extremely rare. And then again, the number of members actually on the rolls of the different societies is apt to give but an imperfect notion of their real strength for trade movements. It is common for those who have dropped out during hard times or for some other reason, to return to their allegiance. At any rate, as the organized workmen are most always the best in skill and general reputation, the influence which they exert in their trade extends far beyond the lodge room.

According to the U. S. census returns for 1880, there were then employed in the New Jersey manufacturing and mining industries, 86,787 men, 27,099 women and 12,152 children—totals, which are much too small to do duty seven years later for any reliable com-

parison with the statistics presented here. The same holds good in regard to the following specific industries, which include all those reported in our tables:

INDUSTRY.	Men and Women.	Children.
Bagging—Flax, Hemp and Jute	553	139
Bagging and Hose Leather, Leather Curried, Leather Tanned,	2,578	152
Blacksmithing, Wheelwrighting, Carriages and Wagons,	1,564	41
Boot and Shoe Findings, Uppers, Repairs and Custom Work,	1,313	28
Brass Castings	3,657	131
Brick and Tile	564	10
Brooms and Brushes	2,601	148
Buttons	135	11
Carpentery	805	171
Clothing	2,621	35
Confectionery	3,217	75
Cooperage	267	35
Cordage and Twine	338	13
Corsets	181	43
Cotton Goods	393	74
Cutlery and Edge Tools	4,071	765
Dyeing and Cleaning	594	90
Electric Lights	159	42
Engraving (Steel)	60	15
Engraving and Die Sinking	100	50
Felt Goods	77	9
Hosiery and Knit Goods	271	15
Woolen Goods	924	146
Fertilizers	2,824	539
Files	822	21
Foundry and Machine Shops	210	52
Foundry Supplies	7,848	357
Glass	11	
Glass—Cut, Stained, &c	2,808	770
Hardware	44	5
Saddlery	425	51
Hats and Caps	995	150
Iron and Steel	5,365	202
Ivory and Bone	5,554	66
Jewelry	35	22
Jewelry and Instrument Cases	2,045	189
Liquors (Malt)	6	2
Lumber—Sawed and Planed	1,121	
Mantels	896	5
Marble and Stone Work	6	
Masonry—Brick and Stone	504	41
Musical Instruments	704	12
Oil Cloth	450	1
Painting and Paper Hanging	514	44
Paints	600	14
Printing and Publishing	172	10
Roofing and Materials	941	120
Rubber Goods	69	1
Saddlery and Harness	997	94
Sewing Machines and Attachments	923	29
Shipbuilding	2,913	400
Shirts	930	
Silk and Silk Goods	2,619	204
Slaughtering and Meat Packing	10,050	2,493
Smelting and Refining	572	10
Soap and Candles	300	2
Springs—Steel, Car and Carriage	254	176
Stationery Goods	85	1
Steam Fittings	78	18
Stone and Earthenware	72	
Straw Goods	2,512	668
Thread—Linen	225	
Tin, Copper and Sheet Iron Ware	930	
Tobacco—Chewing and Smoking	846	88
Cigars	2,984	181
Tools	832	70
Trunks and Valises	46	
Watches and Clocks	1,473	250
Whips	20	2
Wine	43	
Wheelbarrows	436	100
Zinc	48	
	29	

So much for the census of membership of our labor organizations. A much more interesting and difficult subject of inquiry is the extent of their influence in bettering the condition of wage workers. That this has been great is no longer a matter of dispute. Even the most superficial observation of the different relations now existing between the two industrial classes from what they were a generation ago shows this; while a comparison, so far as wages and hours of daily labor are concerned, between the organized and unorganized trades, leaves no doubt of the substantial benefits derived. Organization has practically abolished the truck system which a few years ago seemed to be so firmly established in certain parts of the State. Cash in full is paid in all the trades with which the members of the trades unions are connected, and all but thirteen of the Knights of Labor assemblies report a strictly cash basis of wages. In only five cases is the "order" system at all prevalent: at Florence, Burlington county, Washington, Warren county, and in Middlesex county; but here, even where the store is owned by the employer, there is no "forced trade." In Morris county, on the other hand, the miners are indirectly compelled to trade at the company stores; so in one locality in Warren county, where there are cash payments "in theory, but not in practice," as one of the secretaries expresses it. In Hudson county, many of the railroad company employes complain that they are virtually compelled to trade at stores kept by certain superintendents and foremen. In all, not over 2,000 members are affected, and the evils complained of would be of little moment if there were frequent settlement of wages.

As a rule, monthly payments of wages are a serious evil to the wage earner, and, in connection with child labor and long hours of toil, create an overwhelming presumption that the society where they are prevalent is on a low industrial level, as Prof. A. T. Hadley well puts it.* And they generally run together. Both the Knights of Labor and most trades unions, therefore, use their best efforts to get rid of them. That they have succeeded in obtaining weekly payments of wages and a reduction in the hours of labor, to a large degree, is evident from the following summary of the data given in detail in Tables 5 and 6:

*Second Annual Conn. Report of Bureau of Labor Statistics.

Fifty-eight per cent. of the trades unions report weekly payment of wages in the trades they represent, twenty-one per cent. semi-monthly settlements, and the balance no system, but as a rule the bulk of employes in even these cases is paid weekly. Of the Knights of Labor trades assemblies fifty-four per cent. report weekly, twenty-three per cent. semi-monthly, and eleven per cent. monthly payments, and the balance no system. Taking the actual membership, between 57,000 and 58,000, as a basis for our calculations, the result is, in percentages:

	Weekly.	Semi-Monthly.	Monthly.	Mixed.*
Trades Unions	72.	12.	10.	6.
Knights of Labor	51.	24.	13.	12.
Combined	58.	20.	12.	10.

*The bulk of employes under this head receives weekly payments.

And this presents a pretty accurate view of the whole industrial field in New Jersey. The discrepancy between the trades unionists and Knights of Labor in respect to time of payment is not only explained by the larger membership of the latter, but is owing to the fact that this membership, especially of the "mixed" local assemblies, is located, to a great extent, in the rural districts—which is not the case with trades unions.

The influence of organization of workmen in raising their wages, or preventing a reduction, is no less marked: 91 trades unions, or sixty per cent., representing seventy-three per cent. of the total membership, claim substantial advantages in this respect; and to the same effect are the reports from forty-four per cent. of the Knights of Labor. And so with the reduction in the hours of labor, which in a few cases amounts to from three to six daily: 78 trades unions and sixty-two local assemblies, representing fifty-six and thirty per cent. of the total respective membership, have been benefited.

That this improvement in the workers' condition is due simply and solely to unionism cannot, of course, be maintained; but every day experience proves also that it is equally foolish to assert, as has been the custom with many economic writers, that to industrial

progress is alone due the credit for the rise of wages and the shorter work day, which would have come without trades-union intervention. And it goes to prove the substantial soundness of the claim of trades unionists, that out of our many returns there are only six which report a retrograde movement, since organization, in wages or work time, affecting certain departments of the pottery industry and the shop employes of some railroad companies. And another straw: 46 trades unions and 29 local assemblies report a difference in wages between members and non-members, in favor of the former. This, however, is not so much the result of organization as it is owing to the fact that unionists, as a rule, are better workmen than non-unionists. Generally, the benefits resulting from organization are felt throughout the trade both by those who do and by those who do not refuse to risk the sacrifices and assume the responsibility of union membership.

The results of our investigation, given below, show that only nine per cent. of the members of the New Jersey trades unions and K. of L. local assemblies work more than 60 hours per week, and this doubtless holds good for workmen generally. Nearly one-half —forty-seven per cent.—report their weekly work hours at sixty. Excluding the building trades, this is the rule for time workers. Pieceworkers make up the majority below this standard, and with them the time given ordinarily represents the average throughout the year. But not in every case. For example, glass blowers, who during the blast average from 8 to 9 hours daily, do not work during July and August. The following is a summary of the data respecting weekly work hours, given in detail in Tables Nos. 5 and 6. It is a fair index for the trades represented:

Weekly work hours.	TRADES UNIONS.		K. OL. L. TRADES LOCALS.		K. of L. Mixed Locals: Membership.	Total membership.
	Number.	Membership.	Number.	Membership.		
90	2	240	1	24		264
88					30	30
84			2	133	10	143
80	2	341				341
78	1	128	1	58		186
72	27	2,277	6	626	84	2,987
66	1	42	10	198	82	322
65			3	157		157
60	31	3,947	83	13,163	7,071	24,181
59	5	435	14	1,570	150	2,155
58	5	371	2	187		558
57½			12	3,209		3,209
57			5	590	1,744	2,334
55			1	150		150
54	40	4,113	13	2,245	1,060	7,418
53	18	3,030	4	514		3,544
51	3	500				500
50			2	32		32
48	10	1,502	3	288	471	2,261
47½			5	224		224
45	1	8	3	720		728
36			1	100		100
Uncertain.	4	665	7	711		1,376
Total	150	17,599	178	24,899	10,702	53,200

A considerable number of trades unions, 59, representing 19 trades, report regulations respecting apprentices. So do 27 local assemblies of the Knights of Labor. These latter comprise bakers, ship carpenters, pottery operatives, stone cutters, trunk makers, iron moulders, laundry, shirt and wall paper factory and wire mill employes and terra cotta, textile (cotton, wool and silk), leather, iron and window glass workers. Among the trades unions there are also beer brewers, bricklayers and masons, plasterers, carpenters, granite stone cutters, brown stone cutters, blue stone cutters and flaggers, cigar makers, bottle glass blowers, flint glass workers, hatters and printers. Not that these regulations, which generally amount to little more than limiting the number of apprentices, are co-extensive with the trade: in the majority of cases the rules are only local, and often only bind the members of the organization. These restrictions have furnished, next to strikes, the most prolific text for invective against trades unionism, because they are said virtually to prevent a young man from learning a trade, and that thus a large number of our boys are growing up who cannot find access to any mechanical employment—complaints in which there is not so much force as would at first blush appear. Something more on this subject will be found in another part of this report.

A very important feature of our labor organizations, and which is yearly coming into greater prominence, but of which very little is known by outsiders, is the benevolent one—the sick, funeral, death, out of work, accident benefits. Some of our societies have very elaborate schemes for these purposes. But these details will be given further on. It is sufficient to mention here that 93 of our 158 trades unions provide benefits for their members, and so do 20 local assemblies of the Knights of Labor. Where this is not the case and, particularly among the Knights, voluntary contributions by individual members go to relieve the distress of an unfortunate brother or sister. The "Benefit Insurance Association of the Knights of Labor" is a mutual life insurance society, under management of a general officer at Philadelphia, but membership is not compulsory.

Lastly, the expenses of membership. These vary considerably in the different trades unions: The lowest regular dues are reported at $1.20, and the highest $19.20 yearly. Exclusive of assessments, the favorite rate is $3 per year or 25 cents a month. The majority of societies do not exceed $4; and where this limit is exceeded, the excess is generally due to assessments levied for various purposes. The average total annual expenses of the 18,000 odd members of the trades unions in New Jersey cannot be less than $75,000—that is, a little over $4 a year per member. Probably these figures are exceeded.

Among the Knights of Labor the regular yearly dues are $3 per member in all but a very few cases, and out of this comes everything but the occasional assessments, which, except for local purposes, are rare. The compulsory assessments in some localities have been considerable from 1885 to 1887; but these hardly averaged more than twenty-five cents per year per member.

SUMMARY BY LOCATION.

TABLE NO. 3.—TRADES UNION MEMBERSHIP—SEX AND NATIVITY.

COUNTIES.	Total Number of Unions.	Connected with National or International Organizations.	Local Unions.	Total Membership.	Total Reporting Nativity.	American Born.	Foreign Born.	Men.	Women.	Per Cent. American Born.
Hudson *	23	11	12	2,093	2,003	688	1,360	2,093	----	33.6
Passaic*	15	10	5	1,022	1,022	413	609	1,016	6	40.4
Essex*	55	34	21	10,070	9,092	3,608	5,400	9,570	500	40.7
Union	2	2	----	215	215	100	115	215	----	46.5
Middlesex	5	4	1	178	153	119	34	178	----	77.7
Monmouth†	2	----	2	150	----	----	----	150	----	----
Mercer*	3	3	----	440	335	210	125	440	----	62.7
Camden*	7	4	3	692	692	539	153	692	----	77.9
Gloucester	7	7	----	316	316	245	66	316	----	79.1
Salem	1	1	----	70	70	55	15	70	----	78.6
Cumberland	10	9	1	448	448	353	95	448	----	78.8
Railroad Organizations ‡	28	28	----	2,096	1,198	1,134	64	2,096	----	94.6
Total	158	113	45	17,790	15,544	7,464	8,080	17,284	506	48.1
Total§	128	85	43	15,544	14,407	6,435	7,972	15,038	506	44.2

*Exclusive of railroad organizations.

†There are two clammers' associations in Monmouth county. No information has been obtained from them. They are reported to have a membership of 150.

‡Locomotive Engineers, Firemen and Railroad Brakemen: Reports have been received from only 13 of the 28 Lodges in New Jersey. The total membership has been kindly reported by the National Secretaries. The 28 Lodges are located as follows: Camden, 2; Essex, 1; Hudson, 13; Hunterdon, 2; Mercer, 2; Middlesex, 1; Passaic, 1; Sussex, 2; and Warren, 4. The Railroad Conductors' Association is exclusively beneficial, and has 4 Divisions here, with an aggregate membership of about 200.

§Exclusive of railroad organizations and clammers' associations.

SUMMARY BY LOCATION.

TABLE NO. 4.—KNIGHTS OF LABOR MEMBERSHIP—SEX AND NATIVITY.

LOCATION.	Total Number Local Assemblies.	Total Membership.	Total Reporting Nativity.	American Born.	Foreign Born.	Men.	Women.	Per Cent. American Born.
Northern New Jersey	145	25,528	23,469	9,977	13,492	22,219	3,309	42.5
Central New Jersey	64	11,910	9,420	5,049	4,371	11,178	732	54.5
Southern New Jersey*	22	2,734	2,734	1,972	762	2,375	359	72.1
Total	231	40,172	35,623	16,998	18,625	35,772	4,400	47.6

*Including L. A. 300, which is composed of nine "preceptories," of window glass workers, and counted as a single local in these tables.

SUMMARY BY OCCUPATIONS.

TABLE NO. 3.—TRADES UNION MEMBERSHIP IN NEW JERSEY, BY OCCUPATIONS, SEX AND NATIVITY.

OCCUPATIONS.	Number of unions.	Total membership.
Bag Makers	1	150
Barbers (boss)	1	160
Bakers	5	455
Brakemen, Railroad	10	546
Brewers and Malsters	1	250
Building Trades Mechanics :		
Bricklayers and Masons	12	1,682
Plasterers	1	43
Hod Carriers	8	1,606
Lathers	2	105
Carpenters and Joiners	18	2,385
Painters	5	339
Plumbers, Steam and Gas Fitters	2	159
Building Trades Mechanics.*	1	22
Cabinet Makers	1	105
Cane and Umbrella Makers	1	25
Cigar Makers	5	487
Clerks	2	166
Engineers :		
Stationary	3	194
Steam†	1	25
Locomotive	8	800
Firemen, Locomotive	10	750
Glass Workers :		
Bottle and Vial Blowers	11	518
Flint Glass Blowers	3	160
Bohemian Glass Blowers	1	66
Stopper Grinders, Flint Glass	1	25
Mould Makers, Flint Glass	1	25
Cutters and Engravers, Flint Glass	1	20
Harness and Saddle Makers	1	55
Hat Formers	1	68
Hatmakers	6	1,664
Hat Pouncers	2	152
Hat Finishers	6	1,680
Hat Trimmers	2	490
Horseshoers	1	48
Iron and Steel Workers	1	80
Iron Moulders	2	182
Machinists, Patternmakers, etc	1	74
Patternmakers	1	38
Longshoremen	2	315
Musicians	2	276
Printers, Compositors	4	368
Pressmen	1	20
Shipwrights and Caulkers	1	140
Stonecutters :		
Brown	1	400
Granite	2	48
Blue, and Flaggers	1	39
Blue, and Sharpeners	1	35
Tailors	1	200
Total	‡156	17,640
Per cent		

*This is the Vineland Building Trades' Union, including carpenters 10, masons 5, painters 4, plumber 1, roofer 1, paper hanger 1.

†Only two lodges in New Jersey. The membership includes : Stationary engineers 19, marine 2, locomotive 6.

‡Two clammers' associations in Monmouth county not included, as no information has been received concerning them.

SUMMARY BY OCCUPATIONS.

TABLE NO. 3.—TRADES UNION MEMBERSHIP IN NEW JERSEY, BY OCCUPATIONS, SEX AND NATIVITY.

Total reporting nativity.	American born.	Irish.	German.	English.	Scotch.	Swiss.	French.	Italian.	Other foreign born.	Men.	Women.	Per cent. American born.
150	98	2	50							150		65.3
160	90	3	50				7	5	5	160		56.2
455	50	26	322	16		18	12		11	455		11.0
461	397	30	20	1					13	546		86.1
250			250							250		
1,082	532	244	74	151	30		6		45	1,682		49.0
43	40	1		1	1					43		93.0
1,546	166	973	272	50	8			25	52	1,606		10.7
105	70	11	5	3					16	105		66.6
2,280	1,219	363	432	123	83		7		53	2,385		53.4
339	229	39	18	36	1				16	339		67.5
159	118	14	18	9						159		74.2
22	15	1	1	1		2	1		1	22		68.2
105			105							105		
25	22		2		1					25		88.0
487	170	53	195	8					61	477	10	35.4
38	38									166		100.0
194	108	31	21	18					16	194		55.7
										25		
602	602									800		100.0
135	135									750		100.0
518	415	30	31	33			1		8	518		80.1
160	94	18	20	17			2		9	160		58.7
66	66									66		100.0
25	25									25		100.0
25	20	1	1	2					1	25		80.0
20	17	1	1	1						20		85.0
55	25	10	20							55		45.4
68	10	30	10						18	68		14.7
1,504	398	358	397	74		10	35	117	115	1,664		26.4
77	34	17	13	9			4			152		44.1
1,680	848	340	269	99		21	7	30	66	1,680		50.4
490	490										490	100.0
48	12	30	4	2						48		25.0
80	54	15	1		10					80		67.5
182	102	58	13	6	1				2	182		56.0
74	6	15		45	8					74		8.2
38	30		8							38		78.9
270	30	200	15	6	5			5	9	315		11.1
276	80	22	135	27			2	4	6	276		29.0
368	281	10	48	5	5	4			15	362	6	76.3
20	20									20		100.0
140	115	10	2	2					11	140		82.1
400	100	100	100	26	50	8	6	10		400		25.0
48	17	11	6	2	8			4		48		35.4
39	26	12		1						39		66.6
35	35									35		100.0
200	15		185							200		7.5
15,544	7,464	3,079	3,114	774	211	63	90	200	549	17,134	506	48.1
88.1	48.1	19.8	20.0	4.98	1.35	.40	.57	1.28	3.52	97.1	2.9	

SUMMARY BY OCCUPATIONS.

TABLE NO. 4.—KNIGHTS OF LABOR MEMBERSHIP IN NEW JERSEY, BY OCCUPATIONS, SEX AND NATIVITY.

TRADES ASSEMBLIES OF	Number of Locals.	Total Membership.*
Bakers	2	49
Barbers	1	53
Bottlers	1	60
Brewers and Malsters	2	146
Building Trades Mechanics:		
Carpenters	1	32
Hod Carriers	1	187
Painters	4	575
Plumbers and Gas Fitters	2	198
Sash, Door and Blind Makers	1	223
Butchers	2	280
Button Makers (ivory)	1	194
Carriage and Wagon Makers	1	215
Clay Workers:		
Brick Makers	2	633
Clay Miners	1	16
Pottery Operatives	7	1,672
Terra Cotta Workers	1	139
Clerks	3	157
Clothing Cutters	1	84
Coopers	1	50
Coal Handlers	2	205
Cordage Works Operatives	1	47
Dyers	1	955
Engineers—Stationary	2	160
Florists and Gardeners	1	42
Freight Handlers	1	113
Grain Elevator Hands	1	62
Gold Engravers	1	37
Harness Makers	1	425
Hatters	2	355
Hat Trimmers	1	150
Horse Car Railroad Employes	2	253
Jewelers	1	500
Laborers	3	161
Laundry Employes	1	164
Leather Workers	6	1,851
Longshoremen	2	350
Metal Workers:		
Blacksmiths	2	274
Boiler Makers	3	369
Brass Polishers	7	280
Brass Workers	1	120
Can Makers	1	32
File and Rasp Makers	2	218
Foundry Employes	2	413
Fruit Jar Trimmers	1	220
Iron Moulders	3	676
Iron Workers	5	909
Polishers—Sewing Machine	1	67
Saw Makers	1	130
Sewing Machine Factory Employes	5	1,194
Steel Workers	3	387
Tin and Sheet Iron Workers	1	67
Tinsmiths	1	139
Tool Makers	1	80
Wire Mill Employes	1	384
Machinists and Blacksmiths	1	438
Machinists and helpers	2	353
Oil Cloth Factory Employes	1	48
Powder Mills Employes	1	30

*As a rule this includes membership since organization, both those at present in "good standing" and "not in good standing."

SUMMARY BY OCCUPATIONS.

TABLE NO. 4.—KNIGHTS OF LABOR MEMBERSHIP IN NEW JERSEY, BY OCCUPATIONS, SEX AND NATIVITY.

Total Reporting Nativity.	American Born.	Irish.	German.	English.	Scotch.	Swiss.	French.	Italian.	Other Foreign Born.	Men.	Women.	Per Cent. American Born.
49	2	16	26	1	1				3	49		3.1
53	15	1	30	2			1	2	2	53		28.3
60	30	10	20							60		50.0
146	7	110	17	2		3			7	146		4.8
32	25		7							32		78.1
187	60	110							17	187		32.1
255	186	21	35	3		6	4			575		73.0
198	115	48	14	8	13					198		58.1
223	175	25	23							223		78.4
280	151	55	37	12	5			2	18	280		53.9
194	170	2	22							194		87.6
215	60	20	125	10						215		27.9
633	302	148	100	2			4		77	633		47.7
13	5	6	2							13		38.4
800	380	89	47	248	15				21	1,573	99	47.5
139	30	13	7						89	139		21.6
157	138	7	3	2					7	157		87.9
84	44	3	31	3	3					84		52.4
50	10	8	24	8						50		20.0
205	65	108	12	2				15	3	205		31.7
47	36	6	2	3						21	26	76.6
955	150	125	230	100	6	75	165	90	14	955		15.6
160	64	24	60	5	1			6		160		40.0
42	38	1	3							42		90.4
113	25	55	14		2		1	10	6	113		22.1
62	41	10	8	1				2		62		66.1
										37		
425	225	25	150	25						425		52.9
355	200	55	49	6			13	32		355		56.3
150	150										150	100.
253	40	170	25	6	2			7	6	253		15.8
500	75	25	200	100	25	25	25	25		500		15.0
161	35	100	26							161		21.7
164	125	30	2	7						64	100	76.2
1,001	351	98	531	14	7					1,851		35.1
350	128	113	37	10	10			31	21	350		36.6
274	38	170	26	14	7		2		17	274		14.0
369	106	200	14	25	20				4	369		26.8
280	260	10	10							280		92.8
120	12	55	6	40	7					120		10.0
32	18	5	7						2	32		56.2
218	128	11	50	8					21	218		58.7
413	173	98	27	28	75		3		9	413		41.9
220	161	24	16	16					3	220		73.2
676	121	347	54	79	40			12	19	676		17.9
593	322	101	66	18		3		5	78	909		54.3
67	56		10		1					67		83.5
										130		
1,194	436	68	327	23	3		3	3	*337	1,194		36.6
387	108	142	100	30	7					387		28.0
67	27	20	10	9			1			67		40.3
139	100	17	20	2						139		71.9
80	10	5	60	5						80		12.5
384	288	57		20					19	384		75.0
										438		
353	240	42	23	28	7			1	12	353		68.0
48	40	4	2	2						48		83.3
30	6	8		1					15	30		20.

*Including foreign born generally.

SUMMARY BY OCCUPATIONS.

TABLE NO. 4.—KNIGHTS OF LABOR MEMBERSHIP IN NEW JERSEY, BY OCCUPATIONS, SEX AND NATIVITY.—*Continued.*

TRADES ASSEMBLIES OF	Number of Locals.	Total Membership.*
Quarrymen	1	130
Railroad Employes (steam)	9	996
Rubber Workers	3	610
Ship Carpenters	1	150
Ship Caulkers	1	103
Shirt Factory Employes	2	412
Shoe Factory Operatives	5	364
Cutters	1	50
Fitters	1	163
Shoemakers (hand)	1	54
Soap Makers	1	117
Stone Cutters	1	75
Textile Mills Operatives	2	283
Cotton Mills Operatives	2	167
Flax and Jute Mills Operatives	4	1,018
Silk Mills Operatives	14	2,960
Woolen Mills Operatives	2	475
Tailors	2	69
Tailoresses	1	650
Teamsters and Coachmen	5	481
Thread Mills Operatives	2	740
Tobacco Workers	1	120
Cigar Makers	2	150
Trunk Makers	1	210
Tug Boat Hands	1	65
Wall Paper Mills Operatives	2	69
Window Glass Workers†	9	418
Mixed Assemblies‡	58	11,455
Total	231	40,172
Per Cent		

*As a rule this includes membership since organization, both those at present in "good standing" and "not in good standing."

†Preceptories; all included in L. A. 300.

‡Including most of the above mentioned trades, others not mentioned, and professional and business men generally.

SUMMARY BY OCCUPATIONS.

TABLE NO. 4.—KNIGHTS OF LABOR MEMBERSHIP IN NEW JERSEY, BY OCCUPATIONS, SEX AND NATIVITY.—*Continued.*

Total Reporting Nativity.	American Born.	Irish.	German.	English.	Scotch.	Swiss.	French.	Italian.	Other Foreign Born.	Men.	Women.	Per Cent. American Born.
130	7	45	20	24	18	------	15	1	------	130	------	5.4
996	427	409	72	9	19	------	------	24	36	996	------	42.8
610	459	69	31	16	2	------	------	4	19	579	31	75.2
150	111	------	------	15	2	------	------	------	22	150	------	74.
103	77	10	3	3	4	------	5	------	1	103	------	74.7
412	177	119	49	19	------	------	12	------	36	263	149	42.9
178	132	2	4	------	------	------	------	------	40	249	115	74.2
50	34	------	3	10	------	------	------	------	3	50	------	68.
163	163	------	------	------	------	------	------	------	------	------	163	100.
54	12	8	6	5	------	------	------	------	23	54	------	22.2
117	27	------	------	------	------	------	------	------	90	117	------	23.
------	------	------	------	------	------	------	------	------	------	75	------	------
283	106	36	------	63	54	------	4	3	17	174	109	37.4
167	75	13	26	47	6	------	------	------	------	88	79	44.9
1,018	17	803	4	7	182	------	------	------	5	476	542	1.6
2,960	695	68	809	774	89	51	286	154	34	2,047	813	26.8
475	235	30	13	4	------	------	------	------	193	240	235	49.4
69	15	30	13	------	------	------	------	------	11	69	------	21.7
650	300	115	235	------	------	------	------	------	------	------	650	46.1
421	107	107	203	1	3	------	------	------	------	481	------	25.4
740	565	40	------	85	50	------	------	------	------	140	600	76.3
120	120	------	------	------	------	------	------	------	------	117	3	100.
150	126	2	22	------	------	------	------	------	------	150	------	84.
210	175	20	15	------	------	------	------	------	------	210	------	83.3
65	39	15	8	2	------	------	------	------	1	65	------	60.
69	56	1	------	9	2	------	1	------	------	69	------	81.2
418	256	55	27	57	------	2	2	------	19	418	------	61.3
10,201	6,182	2,262	772	309	55	4	6	5	606	10,869	586	60.6
35,623	16,999	7,280	5,082	2,397	743	169	556	442	1,955	35,772	4,400	47.7
88.7	47.7	20.4	14.3	6.73	2.09	.48	1.56	1.25	5.49	89.1	10,9	------

TABLE NO. 1.—PROGRESS OF ORGANIZATION.

TRADES UNIONS.*

OCCUPATIONS.	Connected with International, National, or Independent Union.	Location—Counties.	Number of unions.	Date when first union organized.	Membership when first union organized.	PRESENT MEMBERSHIP.		Estimated unorganized workmen in vicinity.
						In good standing.	Not in good standing.	
Bag makers	Ind	Essex	1	1879	150	150		50
Bakers	Nat	Essex	2	1881	150	303		
		Hudson	1	1886	25	65	15	75
		Passaic	1	1887	42	42		100
Bakers (boss)	Ind	Passaic	1	1884	16	30		300
Barbers (boss)	Ind	Essex	1	1885	20	160		
Brewers	Nat	Essex	1	1886	250	250		
Brakemen (R. R.)	Int	Essex, Hudson, Mercer, Passaic, Sussex, Warren	10	1874		546		
Building Trades Mechanics	Ind	Cumberland	1	1886	10	22		51
Bricklayers and Masons	Int	Hudson	3	1862	45	315	3	
		Essex	3	1878	50	645	107	50
		Passaic	2	1883	80	179		100
		Camden	1	1884		137		10
		Middlesex	1	1884	35	53		10
		Union	1	1885	15	65		15
		Mercer	1	1887	30	200	15	
Carpenters and Joiners	Nat	Hudson	7	1878	25	600		1,200
		Essex	5	1881	31	1,027	195	660
		Mercer	1	1882		52	53	250
		Passaic	2	1884	15	206		700
		Union	1	1885	65	150		30
		Camden	1	1886	25	250	10	400
		Middlesex	1	1887	12	35		25
Hod Carriers	Ind	Essex	3	1868	350	925		
		Hudson	2	1884	35	438	40	
		Middlesex	1	1886	30	45	5	5
		Passaic	2	1887	60	153		
Lathers	Ind	Essex	1	1886	15	70	5	15
		Passaic	1	1887	22	30		3
Painters and Decorators	Nat	Essex	1	1887	26	104		200
		Cumberland	1	1887	20	20		12
		Middlesex	1	1887	12	15		50
		Passaic	1	1887	74	100		30
	Ind	Camden	1	1887	10	100	2	50
Plasterers	Int	Camden	1	1885	18	43	4	6
Plumbers	Int	Essex	1	1885	15	130		
Steam and Gas Fitters	Int	Essex	1	1886	10	29		
Cabinet Makers	Int	Essex	1	1881	33	105		200
Cane and Umbrella Makers	Ind	Hudson	1	1887	11	25		
Cigar Makers	Int	Hudson	3	1880	15	92	7	142
		Essex	1	1881	13	319		2
		Passaic	1	1881	15	69		1
Clerks	Ind	Essex	1	1885	25	38		25
			1	1886	30	128		300
Engineers—Stationary	Nat	Hudson	1	1884	14	30	12	115
		Passaic	1	1884	15	25		40
		Essex	1	1885	56	127		300
Steam	Nat	Middlesex	1	1887	19	25		
Locomotive	Int	Camden, Hudson, Hunterdon, Warren,	8	1865	13	800		160
Firemen, Locomotive	Int	Hudson, Camden, Warren, Mercer, Sussex, Hunterdon, Middlesex.	10	1874	30	750		
Glassworkers:								
Blowers, green bottle	Int	Gloucester	6	1857	7	293	2	4
		Cumberland	2	1857	20	133	50	52
		Salem	1	1868	15	70		7
		Camden	2	1879	8	8	14	14
Blowers, Bohemian	Int	Cumberland	1	1880	40	66		

*As far as now in existence. The progress of organization has gone on for over half a century; but no account is taken here of those unions which have "lapsed"—an accurate account of which it would be impossible to give. A portion of the members are included in the K. of L. membership also.

TABLE NO. 1.—PROGRESS OF ORGANIZATION (*Continued*).

TRADES UNIONS.

OCCUPATIONS.	Connected with International, National or Independent unions.	Location—Counties.	Number of unions.	Date when first union organized.	Membership when first union organized.	PRESENT MEMBERSHIP. In good standing.	PRESENT MEMBERSHIP. Not in good standing.	Estimated unorganized workmen in vicinity.
Glassworkers—*Continued.*								
Blowers, Flint Glass	Int	Cumberland	2	1879	7	137		30
		Gloucester	1	1884	23	23		
Stopper grinders, flint	Int	Cumberland	1	1887	20	25	1	6
Mould Makers, flint	Int	Cumberland	1	1885	20	25		45
Cutters and Engravers, flint	Int	Cumberland	1	1887	15	20		5
Harnessmakers	Ind	Essex	1	1880	15	55		500
Hatters:								
Makers	Nat	Essex	4	1849		1,066	100	622
	Ind	Essex	2	1885	150	463	138	150
Finishers	Int	Essex	4	1949		1,129		566
	Ind	Essex	2	1883	175	503	48	
Pouncers	Ind	Essex	2	1870	100	123	29	32
Formers	Ind	Essex	1	1886	20	68		
Trimmers	Ind	Essex	2	1885	100	490		300
Horseshoers	Nat	Essex	1	1884	15	48		12
Iron and Steel Workers	Nat	Essex	1	1886	10	80		335
Moulders	Int	Hudson	1	1857		70		
		Essex	1	1881	60	112		75
Machinists, Engineers and Blacksmiths	Nat	Passaic	1			74		
Pattern Makers	Nat	Essex	1	1886	22	38		12
Longshoremen	Ind	Hudson	2	1879		253	62	
Musicians	Ind	Essex	1	1885	25	176		75
	Nat	Passaic	1	1886	35	100		
Printers, (Compositors and Pressmen)	Int	Mercer	1	1864		135		
		Essex	2	1867	15	175	15	25
		Passaic	1	1885	8	14		100
	Nat	Essex	1	1883	26	64		
Shipwrights and Caulkers	Ind	Camden	1	1884	140	50	90	175
Stone Cutters:								
Granite	Nat	Essex	1	1881	8	18	3	
		Hudson	1	1887	9	27		
Brown Stone	Ind	Essex	1	1834	30	400		
Blue Stone and Flaggers	Ind	Hudson	1	1886	20	35	4	6
Blue Stone and Sharpeners	Ind	Essex	1	1886	30	35		
Tailors	Int	Essex	1	1886	150	200		700

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TABLE NO 2.—PROGRESS OF ORGANIZATION.

KNIGHTS OF LABOR.*

TRADES AND MIXED LOCAL ASSEMBLIES.	LOCATION.†	Number of Locals.	Date of Organization.	Number at Organization.	Total Membership.‡	Estimated Unorganized Workmen in Vicinity.
Bakers	Northern New Jersey	2	1887	26	49	.....
Barbers	Northern New Jersey	1	1886	23	53	200
Botttlers	Northern New Jersey	1	1886	20	60	.....
Brewers and Malsters	Northern New Jersey	2	1886	48	146	60
Building Trades Mechanics:						
Carpenters	Northern New Jersey	1	1886	10	32	.....
Sash, Door and Blind Makers	Northern New Jersey	1	1886	198	223	100
Painters	Northern New Jersey	1	1884	25	65	.....
		2	1886	167	483	.....
		1	1887	14	27	5
Plumbers and Gas Fittters	Northern New Jersey	1	1885	30	150	15
		1	1886	23	48	3
Hod Carriers	Central New Jersey	1	1886	28	187	15
Stone Cutters	Central New Jersey	1	§1886	25	75	.....
Butchers	Central New Jersey	1	1885	18	120	.....
		1	1886	20	160	.....
Button Makers (ivory)	Central New Jersey	1	1886	112	194	.....
Carriage and Wagon Makers	Central New Jersey	1	1886	40	215	200
Clay Workers:						
Brick Makers	Central New Jersey	1	1885	20	290	.....
		1	1887	38	343	.....
Clay Miners	Central New Jersey	1	1886	22	13	.....
Pottery Operatives	Central New Jersey	1	1882	20	400	.....
		1	1883	15	480	.....
		4	1885	191	667	.....
Pottery Employes	Central New Jersey	1	1885	50	125	.....
Terra Cotta Workers	Central New Jersey	1	1886	133	139	.....
Clerks	Northern New Jersey	1	1881	15	35	600
	Northern New Jersey	1	1885	20	75	.....
	Central New Jersey	1	1886	10	47	.....
Clothing Cutters	Northern New Jersey	1	1886	40	84	.....
Coopers	Northern New Jersey	1	1886	25	50	30
Coal Handlers	Northern New Jersey	2	1885	51	205	.....
Cordage Works Operatives	Central New Jersey	1	1886	20	47	100
Dyers	Northern New Jersey	1	1885	21	955	195
Engineers—Stationary	Northern New Jersey	1	1885	12	84	120
		1	1886	44	76	150
Florists and Gardeners	Northern New Jersey	1	1886	15	42	.....
Freight Handlers	Northern New Jersey	1	1885	25	113	.....
Grain Elevator Hands	Northern New Jersey	1	1886	17	62	.....
Glass Workers—Window	Southern New Jersey	‖ 9	1879	308	418	.....
Gold Workers:						
Engravers	Northern New Jersey	1	1887	13	37	75
Jewelers	Northern New Jersey	1	1887	100	500	1,500
Harness Makers	Northern New Jersey	1	1883	40	425	.....
Hatters	Northern New Jersey	1	1885	24	180	2,000
		1	1886	25	175	.....
Hat Trimmers	Northern New Jersey	1	1885	18	150	300
Horse Car Employes	Northern New Jersey	1	1885	20	80	.....
Laborers	Northern New Jersey	1	1886	30	173	.....
	Southern New Jersey	2	1886	116	149	.....
		1	1886	10	12	.....
Laundry Employes	Northern New Jersey	1	1886	96	164	.....
Leather Workers:	Northern New Jersey	1	1885	30	850	.....
		2	1886	267	576	.....
Japanners	Northern New Jersey	1	1884	35	317	.....
Morocco Finishers	Northern New Jersey	1	1885	50	80	.....
Morocco Shavers	Northern New Jersey	1	1886	15	28	.....
Longshoremen	Northern New Jersey	2	1885	51	350	.....

*See foot note to No. 1, *supra*.

†In this tabulation, "Northern New Jersey" is intended to include the counties of Hudson, Ess Morris, Warren, Bergen and Passaic; "Central New Jersey," the counties of Union, Somerset, Hu don, Mercer, Middlesex and Monmouth; "Southern Jersey," the counties of Burlington and thos ther south. 14

‡Includes those in good standing and those not in good standing.

§Reorganized as a trades union in 1865; in 1873 and 1886 as K. of L.

‖ "Preceptories": only one local.

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TABLE NO. 2.—PROGRESS OF ORGANIZATION.

KNIGHTS OF LABOR.*—*Continued.*

TRADES AND MIXED LOCAL ASSEMBLIES.	LOCATION.†	Number of Locals.	Date of Organization.	Number at Organization.	Total Membership.‡	Estimated Unorganized Workmen in Vicinity.
Machinists and Blacksmiths	Northern New Jersey	5	1886	220	1,065	------
Metal Workers:						
Boiler Makers	Northern New Jersey	2	1886	55	343	219
		1	1887	11	26	45
Brass Workers	Northern New Jersey	1	1886	25	120	21
Brass Polishers	Northern New Jersey	1	1886	25	280	150
Can Makers	Northern New Jersey	1	1887	12	32	------
File and Rasp Makers	Northern New Jersey	2	1886	151	218	115
Foundry Employes	Northern New Jersey	2	1885	32	413	30
Iron Moulders: Sewing Machines	Northern New Jersey	2	1886	43	557	------
		1	1885	57	119	------
Iron Workers (wire mills)	Central New Jersey	1	1885	15	384	------
	Northern New Jersey	2	1886	46	466	------
	Central New Jersey	1	1886	32	316	500
	Southern New Jersey	1	1886	21	71	77
	Southern New Jersey	1	1887	45	56	150
Metal Polishers (sewing machines)	Central New Jersey	1	1887	22	67	1
Saw Makers	Northern New Jersey	1	1886	120	130	38
Sewing Machine Factory Employes	Northern New Jersey	1	1882	18	630	370
	Central New Jersey	1	1885	95	323	90
	Central New Jersey	2	1886	26	81	33
	Northern New Jersey	1	1886	85	160	------
Steel and Zinc Makers	Northern New Jersey	1	1885	20	45	55
Steel Workers	Northern New Jersey	1	1886	90	291	------
		1	1887	14	51	------
Tin and Sheet Iron Workers	Northern New Jersey	1	1885	25	67	------
Tin Smiths	Northern New Jersey	1	1886	52	139	------
Tin Workers	Central New Jersey	1	1886	20	220	100
Tool Makers	Northern New Jersey	1	1886	40	80	------
Oil Cloth Makers	Southern New Jersey	1	1881	20	48	100
Powder Mills Employes	Northern New Jersey	1	1886	10	30	40
Quarrymen	Northern New Jersey	1	1886	130	130	15
Railroad Company Employes (steam)	Northern New Jersey	1	1885	12	55	------
	Northern New Jersey	3	1886	85	473	------
	Central New Jersey	1	1886	60	127	250
	Northern New Jersey	3	1887	52	243	------
	Central New Jersey	1	1887	50	98	------
	Southern New Jersey	1	1887	20	40	------
Rubber Workers	Central New Jersey	1	1885	17	408	------
	Northern New Jersey	1	1886	112	139	144
	Northern New Jersey	1	1887	19	63	------
Ship Carpenters	Northern New Jersey	1	1886	30	150	40
Ship Caulkers	Northern New Jersey	1	1886	19	103	50
Shirt Factory Employes	Northern New Jersey	1	1885	13	372	240
	Central New Jersey	1	1886	10	40	------
Shoe Factory Operatives	Northern New Jersey	1	1885	40	186	1,800
	Southern New Jersey	1	1885	30	100	------
	Southern New Jersey	2	1886	40	26	200
	Central New Jersey	1	1886	21	52	------
Fitters	Northern New Jersey	1	1886	163	163	------
Cutters	Northern New Jersey	1	1887	36	50	------
Shoemakers (hand)	Central New Jersey	1	1886	13	54	------
Soap Makers	Northern New Jersey	1	1886	27	117	250
Textile Mills Operatives:						
Silk Mills	Northern New Jersey	4	1885	111	1,319	------
		10	1886	426	1,641	------
Flax and Jute Mills	Northern New Jersey	1	1885	35	188	------
		3	1886	157	830	------
Woolen Mills	Central New Jersey	1	1885	20	343	------
	Northern New Jersey	1	1886	21	132	------
Cotton Mills	Northern New Jersey	1	1886	14	140	------
	Southern New Jersey	2	1886	71	214	------
	Northern New Jersey	1	1886	15	96	------

*See foot note to No. 1, *supra*.

†In this tabulation, "Northern New Jersey" is intended to include the counties of Hudson, Essex, Morris, Warren, Bergen and Passaic; "Central New Jersey," the counties of Union, Somerset, Hunterdon, Mercer, Middlesex and Monmouth; "Southern Jersey," the counties of Burlington and those further south.

‡Includes those in good standing and those not in good standing.

TABLE NO. 2.—PROGRESS OF ORGANIZATION.

KNIGHTS OF LABOR.*—*Continued.*

TRADES OR MIXED LOCAL ASSEMBLIES.	LOCATION.†	Number of Locals.	Date of Organization.	Number at Organization.	Total Membership.‡	Estimated Unorganized Workmen in Vicinity.
Tailors	Northern New Jersey	1	1885	10	39	------
		2	1886	100	680	------
Teamsters and Coachmen	Northern New Jersey	4	1886	237	421	460
	Central New Jersey	1	1886	18	60	350
Thread Mills Operatives	Northern New Jersey	1	1884	64	100	------
		1	1885	40	640	6,000
Tobacco Workers	Northern New Jersey	1	1886	20	120	5,380
Cigar Makers	Northern New Jersey	1	1886	21	110	------
	Central New Jersey	1	1886	10	40	------
Trunk Makers	Northern New Jersey	1	1885	210	210	302
Tug Boat Hands	Northern New Jersey	1	1886	14	65	------
Wall Paper Mills Operatives	Central New Jersey	1	1886	16	28	------
		1	1887	37	41	------
Mixed Assemblies §	Northern New Jersey	2	1879	25	463	------
		1	1881	17	328	------
		2	1883	50	267	------
		1	1884	18	380	------
		5	1885	107	1,116	------
		5	1886	119	916	------
Mixed Assemblies §	Central New Jersey	1	1875	50	216	------
		1	1879	15	459	------
		1	1882	82	1,002	------
		10	1885	413	2,213	------
		12	1886	304	1,558	------
		5	1887	219	748	------
Mixed Assemblies §	Southern New Jersey	1	1873	25	590	------
		1	1876	20	23	------
		1	1878	75	110	------
		3	1879	57	718	------
		1	1880	48	150	------
		1	1883	20	56	------
		3	1886	65	102	------

*See foot note to No. 1, *supra*.

†In this tabulation, "Northern New Jersey" is intended to include the counties of Hudson, Essex, Morris, Warren, Bergen and Passaic; "Central New Jersey," the counties of Union, Somerset, Hunterdon, Mercer, Middlesex and Monmouth; "Southern Jersey," the counties of Burlington and those further south.

‡Includes those in good standing and those not in good standing,

§Including all occupations.

TABLE NO. 3.—TRADES UNION MEMBERSHIP IN NEW JERSEY—SEX AND NATIVITY.

Office number.	NAME OF ORGANIZATION AND LOCATION.	Date of organization.	MEMBERSHIP.											ESTIMATED NUMBER OF		
			Total.	American born.	Irish.	German.	English.	Swiss.	French.	Italian.	Other foreign born.	Men.	Women.	Members employed.	Unorganized workmen in vicinity.	Unorganized employed
69	Bricklayers' and Masons' International Union of N. A., No. 1, Jersey City	1862	200	71	50	15	55	----	----	----	a 9	200	----	200	------	------
96	No. 4, Hoboken	1880	73	30	30	----	13	----	----	----	----	73	----	73	------	------
94	No. —, Bayonne	1881	45	----	----	----	----	----	----	----	----	45	----	45	------	------
70	United Order of American Carpenters and Joiners, Jersey city and vicinity b	1878	600	300	120	78	59	----	7	----	c 36	600	----	600	1,200	1,150
71	Laborers' Benevolent Independent Union (Hod Carriers), Jersey City	1884	303	40	188	5	50	----	----	10	10	303	----	303	------	------
91	Laborers' Benevolent Independent Union (Hod Carriers), Hoboken	1886	175	30	112	9	----	----	----	15	d 9	175	----	175	------	------
89	Granite Stone Cutters' National Union, No. —, Jersey City	1887	27	17	8	----	1	----	----	----	a 1	27	----	27	------	------
90	Bluestone Cutters' and Flaggers' Independent Union, Jersey City	1886	39	26	12	----	1	----	----	----	----	39	----	39	6	6
65	Cigar Makers' International Union, No. 131, Jersey City	1880	35	21	----	10	4	----	----	----	----	35	----	35	97	97
93	No. 64, Hoboken	1885	23	23	----	----	----	----	----	----	----	23	----	23	45	45
88	No. 8, Hoboken	1887	41	12	3	26	1	----	----	----	5	41	----	----	------	------
67	International Iron Moulders' Union, No. 7, Jersey City	1857	e70	26	38	3	3	----	----	----	----	70	----	70	------	------
66	National Association of Stationary Engineers, No. 1, Jersey City	1884	42	23	7	6	4	----	----	----	a2	42	----	42	115	115
64	Bakers' National Union, No. 29, Jersey City	1886	80	17	----	53	----	8	----	----	2	80	----	70	75	70
68	'Longshoremen's Independent Union Jersey City	1879	165	----	120	----	----	----	----	----	----	165	----	165	60	60
95	Longshoremen's Independent Union, Hoboken	1879	150	30	80	15	6	----	----	5	f 14	150	----	150	------	------
92	Cane and Umbrella Stick Makers' Independent Union, Jersey City	1887	25	22	----	2	----	----	----	----	a 1	25	----	25	------	------
60	Bricklayers' and Masons' International Union, No. 12, Passaic	1887	39	15	8	5	----	----	----	----	g 11	39	----	39	------	------
59	No. 2, Paterson	1883	140	75	25	3	15	----	----	----	g 22	140	----	140	100	100
63	United Order of American Carpenters and Joiners, Lodge 33, Paterson	1887	35	20	15	----	----	----	----	----	----	35	----	35	700	700
73	Lodge 16, Paterson	----	171	80	35	----	20	----	----	----	i 36	171	----	171	------	------
56	Hod Carriers' Protective Union, Passaic	1887	43	10	9	3	----	----	----	----	g 21	43	----	37	1	1
75	Masons' Laborers' Protective Society, No. 1, Paterson	1887	110	40	50	----	----	----	----	----	j 20	110	----	110	3	3
62	Lathers' Union, No. 1, Paterson	1887	30	20	1	----	----	----	----	----	g 9	30	----	30	------	------
54	Painters' Union, Paterson	1887	100	40	25	----	30	----	----	----	5	100	----	100	30	30
58	Amalgamated Machinists', Engineers', Blacksmiths' and Patternmakers' Association, No. 420, Paterson	----	74	6	15	----	45	----	----	----	a 8	74	----	73	------	------
53	Cigar Makers' International Union, No. 3, Paterson	1881	69	45	----	15	3	----	----	----	6	69	----	----	------	------
61	Journeymen Bakers' National Association, No. 55, Paterson	1887	42	6	----	20	16	----	----	----	----	42	----	42	100	100
57	Boss Bakers' Protective Association, Paterson h	1884	30	2	3	14	----	----	2	----	9	30	----	30	30	30

a Scotch. *b* This includes seven branches. *c* Including 21 Scotch. *d* 2 Scotch. *e* These all belong to K. of L. associations reported elsewhere. (*s*) Some of these belong to the K. of L. *f* 5 Scotch. *g* Dutch. *h* Association of proprietors of small bakeries, all of whom work in their own shops. *i* 30 Scotch. *j* 6 Scotch.

TABLE NO. 3.—TRADES UNION MEMBERSHIP IN NEW JERSEY—SEX AND NATIVITY.—*Continued.*

Office number.	NAME OF ORGANIZATION AND LOCATION.	Date of organization.	MEMBERSHIP.											ESTIMATED NUMBER OF		
			Total.	American born.	Irish.	German.	English.	Swiss.	French.	Italian.	Other foreign born.	Men.	Women.	Members employed.	Unorganized workmen in vicinity.	Unorganized employed
55	National Musical Mutual Protective Union, Paterson	1886	100	30	7	35	22	----	----	----	6	100	----	100	------	------
72	International Typographical Union, No. 195, Paterson	1885	14	14	----	----	----	----	----	----	----	8	6	14	100	100
74	National Association of Stationary Engineers, No. 2, Paterson	1884	25	10	4	----	9	----	----	----	*a* 2	25	----	25	40	40
29	Brotherhood of Carpenters and Joiners of America, No. 172, Newark	1886	180	12	----	168	----	----	----	----	----	180	----	180	------	------
28	No. 119, Newark	1885	575	400	100	75	----	----	----	----	----	575	----	575	400	400
27	United Order of American Carpenters and Joiners, Lodge 22, Newark	1886	112	60	10	42	----	----	----	----	----	112	----	112	------	------
26	Lodge 10, Orange	1881	110	15	15	25	30	----	----	----	*a* 25	110	----	110	60	60
276	Lodge 28, Newark	1887	62	46	8	6	----	----	----	----	*a* 2	62	----	62	200	200
30	Bricklayers' and Masons' International Union of North America, No. 3, Newark	1878	555	----	----	----	----	----	----	----	----	555	----	475	------	------
31	No. 5, Orange	1882	128	50	42	6	18	----	----	----	*a* 12	128	----	128	45	45
32	No. 11, Montclair	1882	47	16	12	12	5	----	1	----	*a* 1	47	----	47	5	5
280	Brotherhood of Painters and Decorators of America, Union No. 8, Newark	1887	104	80	8	14	----	----	----	----	*c* 2	104	----	104	200	200
46	Lathers' Protective Union, Newark	1886	75	50	10	5	3	----	----	----	7	75	----	75	15	15
346	Laborers' Protective Association (Hod Carriers), Montclair	1886	60	----	----	----	----	----	----	----	----	60	----	----	------	------
49	Laborers' Protective Union (Hod Carriers), Orange	1868	115	*d* 22	90	3	----	----	----	----	----	115	----	115	50	50
48	Laborers' Benevolent Protective Union (Hod Carriers), Newark	1881	750	----	500	250	----	----	----	----	----	750	----	750	10	10
43	Bakers' National Union, No. 43, Newark	1886	53	25	23	5	----	----	----	----	----	53	----	53	------	------
44	No. 2, Newark	1881	250	----	----	230	----	10	10	----	----	250	----	235	------	------
98	Plumbers' International Union of North America, No. 12, Newark	1885	130	94	12	18	6	----	----	----	----	130	----	130	------	------
271	Steam and Gas Fitters' Union of North America, Newark	1886	29	24	2	----	3	----	----	----	----	29	----	29	------	------
97	Tailors' Progressive Union of America, No. 7, Newark *b*	1886	200	15	----	185	----	----	----	----	----	200	----	175	700	500
42	International Hat Finishers' Association, Bloomfield *f*	1849	53	26	5	8	13	1	----	----	----	53	----	53	10	10
40	Millburn	1854	26	18	----	----	----	----	----	----	8	26	----	26	6	6
80	Orange	1854	600	300	200	100	----	----	----	----	----	600	----	500	200	200
81	Newark	1854	450	300	50	50	25	10	----	15	----	450	----	450	350	350
83	National Hatmakers' Association, Orange	1850	600	200	180	81	19	----	20	100	----	600	----	500	140	140
86	Newark	1849	450	150	75	90	25	10	15	15	f70	450	----	375	450	300
34	Millburn	1852	36	28	3	3	----	----	----	2	----	63	----	36	12	9
33	Bloomfield	1850	80	20	20	10	30	----	----	----	----	80	----	80	20	20
35	Independent Hatmakers' Union, Orange Valley	1885	160	----	----	----	----	----	----	----	----	160	----	140	50	50
36	Independent Hatmakers' Union, Newark	1886	338	----	80	213	----	----	----	----	*e* 45	338	----	338	100	100
41	Independent Hat Finishers' Union, Orange	1884	226	129	20	61	11	----	2	----	3	226	----	200	------	------
82	Independent Hat Finishers' Union, Newark	1883	325	75	65	50	50	10	5	15	(*g* 55	325	----	325	------	------

a Scotch. *b* This was formerly a K. of L. association. *c* 1 Scotch. *d* 8 Colored. *e* Poles. *f* The International Trade Association of Hat Finishers of North America. *g* Welsh. (f)50 Hungarians.

TABLE NO. 3.—TRADES UNION MEMBERSHIP IN NEW JERSEY—SEX AND NATIVITY.—*Continued.*

Office number.	NAME OF ORGANIZATION AND LOCATION.	Date of organization.	MEMBERSHIP.											ESTIMATED NUMBER OF		
			Total.	American born.	Irish.	German.	English.	Swiss.	French.	Italian.	Other foreign born.	Men.	Women.	Members employed.	Unorganized workmen in vicinity.	Unorganized employed
39	Union Hat Pouncers' Association, Newark	1885	77	34	17	13	9	----	4	----	----	77	----	75	20	20
38	Orange	1870	75	----	----	----	----	----	----	----	----	75	----	75	12	12
278	Hat Formers' Protective Union, Orange	1886	68	10	30	10	----	----	----	----	18	68	----	68	------	------
37	Ladies' Mutual Aid Association (Hat Trimmers), Milburn	1886	30	30	----	----	----	----	----	----	----	----	30	----	------	------
85	Ladies' Mutual Aid Association (Hatters), Orange	1885	460	460	----	----	----	----	----	----	----	----	460	460	300	300
84	Bagmakers' Union, Newark	1879	150	98	2	50	----	----	----	----	----	150	----	150	50	50
279	Journeymen Harness and Saddlemakers, Newark	1880	55	25	10	20	----	----	----	----	----	55	----	55	500	500
76	Cigar Makers' International Union, No. 138, Newark	1881	319	69	50	150	----	----	----	----	50	309	10	319	2	2
45	Granite Cutters' International Union, Newark Branch	1881	21	----	3	6	1	----	----	4	*a* 7	21	----	21	------	------
77	Stone Cutters' Association (brown stone), Newark	1834	400	100	100	100	26	8	6	10	*a* 50	400	----	400	------	------
99	Blue Stone Cutters' and Sharpeners' Union, Newark	1886	35	35	----	----	----	----	----	----	----	35	----	35	------	------
78	Amalgamated Iron and Steel Workers' Association of the United States, Lodge No. 1 (N. J.), Newark	1886	80	54	15	1	10	----	----	----	----	80	----	80	335	335
270	International Iron Moulders' Union of North America, No. 91, Newark	1881	112	76	20	10	3	----	----	----	*a* 1	112	----	112	75	75
282	Pattern Makers' National League, Newark	1886	38	30	----	8	----	----	----	----	----	38	----	38	12	12
79	Journeymen Horseshoers' National Union, No. 22, Newark	1884	48	12	30	4	2	----	----	----	----	48	----	48	------	------
47	International Typographical Union, No. 103, Newark	1867	155	130	10	5	5	----	----	----	*a* 5	155	----	155	20	20
281	No. 25 (pressmen), Newark	1887	20	20	----	----	----	----	----	----	----	20	----	20	5	5
86	German Typographical Union of United States, No. 8, Newark	*b* 1880	64	17	----	43	----	4	----	----	----	64	----	64	------	------
52	Beer Brewers' National Union, No. 2, Newark *c*	1886	250	----	----	250	----	----	----	----	----	250	----	240	------	------
51	Grocery and Tea Clerks' Association, Newark	1886	128	----	----	----	----	----	----	----	----	128	----	128	300	------
50	Clerks' Early Closing Association, Orange	1885	38	38	----	----	----	----	----	----	----	38	----	38	25	25
277	International Cabinet Makers' Union of North America, No. 4, Newark	1881	105	----	----	105	----	----	----	----	----	105	----	105	200	200
289	National Association of Stationary Engineers, No. 3, Newark	1885	127	75	20	15	5	----	----	----	*d* 12	127	----	120	300	300
330	Boss Barbers' Protective Association, Newark *e*	1885	160	90	3	50	----	----	7	5	*f* 5	160	----	160	300	250
321	Musical Protective Union, Newark	1885	176	50	15	100	5	2	4	----	----	176	----	176	75	75
87	Bricklayers' and Masons' International Union, No. —, Plainfield	1883	65	45	15	3	----	----	----	----	2	65	----	65	15	15
86	Brotherhood of Carpenters and Joiners of North America, Union No. —, Plainfield	1885	150	55	50	30	----	----	----	----	f15	150	----	150	30	30
294	United Order of American Carpenters and Joiners, Lodge 29, New Brunswick	1887	35	31	----	2	2	----	----	----	----	35	----	35	25	------

a Scotch. *b* Reorganized, 1883. *c* Organized as K. of L.; changed to open union, July 1887. (f) Swedes and Danes. *d* 5 Scotch. *f* Hungarians. *e* Organized for shorter hours and uniform prices. Some journeymen barbers belong.

TABLE NO. 3.—TRADES UNION MEMBERSHIP IN NEW JERSEY—SEX AND NATIVITY.—*Continued.*

Office number.	NAME OF ORGANIZATION AND LOCATION.	Date of organization.	MEMBERSHIP.											ESTIMATED NUMBER OF		
			Total.	American born.	Irish.	German.	English.	Swiss.	French.	Italian.	Other foreign born.	Men.	Women.	Members employed.	Unorganized workmen in vicinity.	Unorganized employed
298	Brotherhood of Painters and Decorators of America, Union No. 36, New Brunswick	1887	15	14	----	----	1	----	----	----	----	15	----	15	50	50
272	Bricklayers' and Masons' International Union of North America, No. 15, New Brunswick	1884	53	50	2	1	----	----	----	----	----	53	----	53	10	10
273	Hod Carriers' Mutual Protective Union, New Brunswick	1886	50	24	24	2	----	----	----	----	----	50	----	50	5	5
274	American Order of Steam Engineers, No. 1, Perth Amboy	1887	25	----	----	----	----	----	----	----	----	25	----	----	------	------
295	Brotherhood of Carpenters and Joiners of America, Local Union No. 31, Trenton	1882	105	----	----	----	----	----	----	----	----	105	----	----	------	------
296	Bricklayers' and Masons' International Union of North America, No. —, Trenton	1887	200	90	45	25	25	----	5	----	10	200	----	----	------	------
297	International Typographical Union, No. 71, Trenton	1864	135	120	----	----	----	----	----	----	*a* 15	135	----	----	------	------
19	Shipwrights' and Caulkers' Accidental Relief Association (Independent), Camden *d*	1884	140	115	10	2	2	----	----	----	*b* 11	140	----	150	175	175
20	Bricklayers' and Masons' International Union of North America, No. 7, Camden *e*	1884	137	90	15	4	20	----	----	----	*c* 8	137	----	137	10	10
21	International Operative Plasterers' Union of North America, No. 21, Camden	1885	43	40	1	----	1	----	----	----	*c* 1	43	----	43	6	3
22	Brotherhood of Carpenters and Joiners of America, No. 20, Camden *f*	1886	250	200	10	6	12	----	----	----	22	250	----	250	400	400
23	Journeymen House Painters' Union, Camden	1887	100	75	6	4	5	----	----	----	10	100	----	100	50	45
24	Brotherhood of Painters and Decorators of America, No. —, Millville	1887	20	20	----	----	----	----	----	----	----	20	----	20	12	12
25	Building Trades Protective Society, Vineland	1886	22	15	1	1	1	2	1	----	1	22	----	22	51	44
1	Druggist Ware Green Glass blowers' League of the United States, E. D.: *g* Branch No 1, Millville *h*	1857	95	80	6	4	5	----	----	----	----	95	----	95	2	2
2	Branch No. 2, Salem	1857	70	55	5	4	6	----	----	----	----	70	----	70	7	7
3	Branch No. 4, Clayton	1857	82	75	2	2	2	----	----	----	1	82	----	82	2	2
4	Branch No. 5, Glassboro	1856	74	50	5	8	7	----	1	----	3	74	----	74	------	------
5	Branch No. 6, Williamstown	1857	80	65	5	2	4	----	----	----	4	80	----	80	2	2
6	Branch No. 8, Bridgeton	1857	38	20	4	8	6	----	----	----	----	38	----	38	50	50
7	Branch No. 9, Winslow	1857	8	5	1	1	1	----	----	----	----	8	----	8	------	------
8	Branch No. 18, Camden *i*	1880	14	14	----	----	----	----	----	----	----	14	----	14	------	------

a Including all foreign born. *b* Canadians. *c* Scotch. *d* These trades had been organized in the K. of L. as trades assemblies, which in time collapsed. Then a branch of the National Shipwrights and Caulkers' Association was started, but also went to pieces. *e* Nearly all the building trades have started organizations within the past eighteen months and are still prospering. *f* The Brotherhood numbers 306 local unions, with a total membership of 41,000. It is but six years old. *g* The Glassblowers' League, eastern district, embraces all the territory in U. S. and Canada east of the Alleghanies. It was organized in 1856, and now contains 781 members in good standing, and 36 not in good standing. There are 33 branches in all, of which New Jersey has 11. The unskilled workmen in glass factories are as a rule not organized, but many are members of the mixed local assemblies, K. of L. See historical sketch below. *h* Reorganized in 1866, 1872 and 1879. *i* Not in good standing either in League or D. A. 149, K. of L., which is the bottle glass blowers' district, E. D.

TABLE NO. 3.—TRADES UNION MEMBERSHIP IN NEW JERSEY—SEX AND NATIVITY.—*Continued.*

Office number.	NAME OF ORGANIZATION AND LOCATION.	Date of organization.	MEMBERSHIP.										ESTIMATED NUMBER OF		
			Total.	American born.	Irish.	German.	English.	Swiss.	French.	Italians.	Other foreign born.	Men.	Women.	Members employed.	Unorganized workmen in vicinity.	Unorganized employed
9	Branch No. 25, North Clayton	1881	12	10	1	----	1	----	----	----	----	12	----	12	------	------
10	Branch No. 28, Woodbury	1882	34	33	----	1	----	----	----	----	----	34	----	34	------	------
11	Branch No. 33, Swedesboro	1887	11	8	1	1	1	----	----	----	----	11	----	11	------	------
	Total in New Jersey, 11 branches	----	518	415	30	31	33	----	1	----	8	518	----	518	63	63
12	American Flint Glass Workers' Union: *a* No. 18, Prescription Blowers, Millville	1879	107	70	15	5	10	----	2	----	5	107	----	107	------	------
13	No. 6, Regular Flint, Millville	1884	30	20	3	1	4	----	----	----	2	30	----	30	30	30
14	No. 39, Blowers, Glassboro	1884	23	4	----	14	3	----	----	----	2	23	----	23	------	------
15	No. 69, Stopper Grinders, Millville	1887	25	25	----	----	----	----	----	----	----	25	----	24	6	6
16	No. 46, Mould Makers, Millville	1885	25	20	1	1	2	----	----	----	1	25	----	20	45	35
17	No. 72, Cutters and Engravers, Millville	1887	20	17	1	1	1	----	----	----	----	20	----	20	5	5
	Total in New Jersey, 6 unions	----	230	156	20	22	20	----	2	----	10	230	----	224	86	76
18	American Bohemian Glassblowers' League of North America: No. 1, Millville *b*	1880	66	66	----	----	----	----	----	----	----	66	----	65	------	------
284	Grand International Brotherhood of Locomotive Engineers, *c* Division 22, Camden	1865	97	97	----	----	----	----	----	----	----	97	----	89	*f*	------
275	Division No. 53, Jersey City	----	125	125	----	----	----	----	----	----	----	125	----	----	------	------
283	Division 135, Jersey City	1871	75	75	----	----	----	----	----	----	----	75	----	----	------	------
287	Division 157, Jersey City	----	105	105	----	----	----	----	----	----	----	105	----	----	------	------
286	Division 171, Hoboken	----	107	107	----	----	----	----	----	----	----	107	----	----	------	------
285	Division 235, Union Hill	----	93	93	----	----	----	----	----	----	----	93	----	----	------	------
288	Brotherhood of Locomotive Firemen of North America, *d* Lodge 72, Camden	1877	135	135	----	----	----	----	----	----	----	135	----	----	------	------
290	Brotherhood of Railroad Brakemen of North America, *e* Lodge 87, Paterson	1884	49	30	8	7	----	----	----	----	4	49	----	----	------	------
291	Lodge 99, Jersey City	1885	133	94	20	10	----	----	----	----	9	133	----	----	------	------
292	Lodge 119, Jersey City	1885	203	197	2	3	1	----	----	----	----	203	----	----	------	------
293	Lodge 162, Washington	1885	27	27	----	----	----	----	----	----	----	27	----	----	------	------
294	Lodge 200, New Durham	1886	25	25	----	----	----	----	----	----	----	25	----	----	------	------
295	Lodge 219, Newark	1887	24	24	----	----	----	----	----	----	----	24	----	----	------	------

a The great bulk of the flint works are in other States. The American Flint Glass Workers' Union is numerically the largest of glass workers' associations: it extends over the United States and Canada, and numbers 5,000 members. Millville and Glassboro are the only towns in New Jersey where there are local unions; the factory at Williamstown is connected with the Green Glass Blowers' League. Nos. 18 and 64 have never had a strike, but there have been many in the Order. In such cases, all locals contribute, sometimes to the extent of one-tenth of the wages. *b* The only works in the State. *c* There are 8 divisions of the Brotherhood in New Jersey, from two of which, Phillipsburg (30) and Hampton Junction (337) no reports have been received. According to a statement by Chief Arthur, there are over 350 divisions in the United States and Canada, with a membership of 25,000, of which New Jersey claims about 800. *d* This is the only lodge which was willing to furnish returns. The Brotherhood has 370 lodges in the United States, with 16,500 members, of which General Secretary Debs credits New Jersey with 750, included in ten lodges: two at Jersey City and one each at Hoboken, Phillipsburg, Camden, Trenton, Stanhope, Junction, Union Hill and Perth Amboy. *e* New Jersey has 10 lodges, with a membership, according to Grand Secretary Shea, of 546. No returns have been received from Phillipsburg, Trenton, Hoboken or Stanhope. *f* About one-fifth of all.

TABLE NO. 4.—KNIGHTS OF LABOR MEMBERSHIP IN NEW JERSEY—SEX AND NATIVITY.

Office number.	NAME OF ORGANIZATION AND LOCATION.	Date of organization.	MEMBERSHIP.											ESTIMATED NO. OF		
			Total.	American born.	Irish.	German.	English.	Swiss.	French.	Italian.	Other foreign born.	Men.	Women.	Members employed.	Unorganized workmen in vicinity.	Unorganized employed.
165	Bakers	1887	25	2	16	5	1	----	----	----	*a* 1	25	----	----	----	----
206	Bakers	1887	24	----	----	21	----	----	3	----	----	24	----	24	----	----
126	Barbers	1886	53	15	1	30	2	----	1	2	2	53	----	53	200	200
211	Blacksmiths (Marine and Machine)	1886	97	18	70	1	----	----	----	----	*b* 8	97	----	90	----	----
120	Blacksmiths (Heaters and Hammermen)	1886	177	20	100	25	14	----	2	----	16	177	----	177	----	----
222	Boiler Makers	1887	26	20	1	2	3	----	----	----	----	26	----	26	12	12
193	Boiler Makers	1886	147	86	25	6	10	----	----	----	*a* 20	147	----	147	90	90
124	Boiler Makers	1886	196	----	174	6	12	----	----	----	4	196	----	196	200	200
332	Bottlers	1886	60	30	10	20	----	----	----	----	----	60	----	60	20	20
133	Brewery Employes	1886	51	7	30	2	2	3	----	----	7	51	----	51	40	40
264	Brewery Employes (Malsters)	1886	95	----	80	15	----	----	----	----	----	95	----	95	20	20
122	Brass Workers	1886	120	12	55	6	40	----	----	----	*c* 7	120	----	120	----	----
253	Brass Polishers	1886	280	260	10	10	----	----	----	----	----	280	----	280	150	150
317	Brick Makers	1885	290	200	40	10	----	----	----	----	40	290	----	290	800	800
182	Brick Makers and others	1887	343	102	108	90	2	----	4	----	37	343	----	343	----	----
232	Butchers (Hog)	1886	160	78	25	27	10	----	----	2	*c* 18	160	----	150	15	13
252	Butchers	1885	120	73	30	10	2	----	----	----	5	120	----	120	18	18
223	Can Makers	1887	32	18	5	7	----	----	----	----	2	32	----	32	----	----
259	Carriage and Wagon Makers	1886	215	60	20	125	10	----	----	----	----	215	----	215	200	200
170	Carpenters	1886	32	25	----	7	----	----	----	----	----	32	----	32	----	----
268	Clay Miners	1886	13	5	6	2	----	----	----	----	----	13	----	10	200	175
184	Clay Workers (Terra Cotta)	1886	139	30	13	7	----	----	----	----	*d* 89	139	----	139	----	----
190	Clerks	1885	75	63	7	3	2	----	----	----	----	75	----	75	2000	----
241	Clerks	1881	35	35	----	----	----	----	----	----	----	35	----	35	600	----
266	Clerks	1886	47	40	----	----	----	----	----	----	7	47	----	47	----	----
251	Coal Handlers	1885	70	----	58	2	----	----	----	10	----	70	----	70	----	----
253	Coal Handlers	1885	135	65	50	10	2	----	----	5	3	135	----	135	----	----
256	Coopers	1886	50	10	8	24	8	----	----	----	----	50	----	50	370	370
339	Cordage Mills Operatives	1886	47	36	6	2	3	----	----	----	----	21	26	47	100	100
109	Dyers	1885	955	150	125	230	100	75	165	90	*e* 20	955	----	955	----	----
251½	Eccentric (Stationary) Engineers	1886	76	18	4	50	----	----	----	----	4	76	----	76	150	150
225	Eccentric (Stationary) Engineers	1885	84	46	20	10	5	----	----	----	*f* 3	84	----	82	115	115
228	File Makers	1886	130	78	4	40	6	----	----	----	2	130	----	130	3	3
123	File and Rasp Makers	1886	88	50	7	10	2	----	----	----	*g* 19	88	----	88	112	122
212	Foundry Employes (Radiator Makers)	1885	63	16	23	7	8	----	----	----	9	63	----	63	30	30
195	Foundry Employes	1885	350	157	75	20	20	----	3	----	*f* 75	350	----	350	----	----
229	Freight Handlers and Railroad Employes	1885	113	25	55	14	----	----	1	10	*h* 18	113	----	113	----	----
213	Gardeners and Florists	1886	42	38	1	3	----	----	----	----	----	42	----	42	----	----
162	Gold Engravers	1887	37	----	----	----	----	----	----	----	----	37	----	37	75	75
248	Grain Elevator Employes	1886	62	41	10	8	1	----	----	2	----	62	----	62	----	----
258	Harness Makers	1883	425	225	25	150	25	----	----	----	----	425	----	425	----	----
347	Hatters	1885	180	100	25	34	6	----	10	5	----	180	----	180	----	----
235	Hatters	1885	175	100	30	15	----	----	3	27	----	175	----	175	----	----
249	Hat Trimmers	1885	150	150	----	----	----	----	----	----	----	----	150	150	----	----
320	Hod Carriers	1886	187	60	110	----	----	----	----	17	----	187	----	197	15	15
230	Horse Car Railroad Employes	1886	173	22	125	16	3	----	----	7	*i* 3	173	----	173	----	----
245	Horse Car Railroad Employes	1885	80	18	45	9	3	----	----	----	5	80	----	80	----	----
324	Iron Workers	1886	316	----	----	----	----	----	----	----	----	316	----	316	500	300
326	Iron Workers	1886	271	115	69	47	6	----	----	----	34	271	----	----	----	----
144	Iron Workers	1887	56	48	3	2	----	3	----	----	----	56	----	----	----	----
153	Iron Workers	1886	71	62	4	2	2	----	----	----	1	71	----	71	79	79
118	Iron Workers	1886	195	97	25	15	10	----	----	5	43	195	----	195	----	----
172	Iron Moulders	1886	230	75	35	31	49	----	----	----	*f* 40	230	----	200	90	----
121	Iron Moulders	1886	327	6	260	6	30	----	----	12	9	327	----	320	*j*	----

a Scotch. *b* 7 Scotch. *c* 5 Scotch. *d* Including 55 Danes. *e* 6 Scotch. *f* 1 Scotch.
h 4 Scotch. *j* All in organization. *g* Dutch. *i* 2 Scotch.

TABLE NO. 4.—KNIGHTS OF LABOR MEMBERSHIP IN NEW JERSEY—SEX AND NATIVITY.—*Continued.*

Office number.	NAME OF ORGANIZATION AND LOCATION.	Date of organization.	MEMBERSHIP.											ESTIMATED NO. OF		
			Total.	American born.	Irish.	German.	English.	Swiss.	French.	Italian.	Other foreign born.	Men.	Women.	Members employed.	Unorganized workmen in vicinity.	Unorganized employed.
239	Iron Moulders (Sewing Machines)	1885	119	40	52	17	----	----	----	----	10	119	----	119	----	----
166	Ivory Button Makers	1886	194	170	2	22	----	----	----	----	----	194	----	----	----	----
171	Jewelers	1887	500	75	25	200	100	25	25	25	*a* 25	500	----	450	1500	1000
114	Jute and Flax Workers	1886	375	----	345	----	----	----	----	----	*a* 30	----	375	275	300	----
117	Jute and Flax Workers	1886	325	10	210	----	3	----	----	----	*a* 102	288	37	325	400	400
115	Jute and Flax Workers	1886	130	2	128	----	----	----	----	----	----	----	130	128	----	----
116	Flax Workers	1885	188	5	120	4	4	----	----	----	*b* 55	188	----	188	----	----
232	Laborers (Public Streets)	1886	69	13	40	16	----	----	----	----	----	69	----	69	----	----
229	Phosphate Works	1886	80	10	60	10	----	----	----	----	----	80	----	80	500	500
137	Laborers *c*	1886	12	12	----	----	----	----	----	----	----	12	----	12	----	----
173	Laundry Employes	1886	164	125	30	2	7	----	----	----	----	64	100	164	----	----
157	Leather Workers	1885	850	----	----	----	----	----	----	----	----	850	----	850	----	----
233	Leather Workers	1886	76	37	15	3	14	----	----	----	*a* 7	76	----	76	32	32
250	Leather Workers	1886	500	----	----	500	----	----	----	----	----	500	----	500	----	----
168	Morocco Finishers *d*	1885	80	46	30	4	----	----	----	----	----	80	----	80	2	2
248	Morocco Shavers	1886	28	14	7	7	----	----	----	----	----	28	----	28	----	----
226	Japanners	1884	317	254	46	17	----	----	----	----	----	317	----	300	18	18
234	'Longshoremen	1885	180	71	34	16	----	----	----	28	*g* 31	180	----	180	60	60
254	'Longshoremen	1885	170	57	79	21	10	----	----	3	----	170	----	170	----	----
167	Machinists and Blacksmiths	1886	438	----	----	----	----	----	----	----	----	438	----	438	----	----
119	Machinists' Helpers	1886	203	140	31	8	14	----	----	1	9	203	----	203	----	----
243	Machinists' Helpers	1886	150	100	11	15	14	----	----	----	*f* 10	150	----	150	50	50
238	Metal Polishers (Sewing Machines)	1887	67	56	----	10	----	----	----	----	*a* 1	66	----	66	1	1
253	Metal Workers (Tin)	1886	220	161	24	16	16	----	----	----	3	220	----	220	105	105
135	Oil Cloth Factory Employes	1886	48	40	4	2	2	----	----	----	----	48	----	44	100	90
189	Painters (House)	1886	163	127	13	10	3	6	4	----	----	163	----	160	100	100
252	Painters (House)	1884	65	40	5	20	----	----	----	----	----	65	----	65	75	75
158	Painters (House)	1886	320	----	----	----	----	----	----	----	----	320	----	320	200	200
220	Painters (House)	1887	27	19	3	5	----	----	----	----	----	27	----	27	5	3
221	Plumbers and Gas Fitters	1885	150	88	33	14	8	----	----	----	*j* 7	450	----	150	15	15
129	Plumbers and Gas Fitters	1886	48	27	15	----	----	----	----	----	*a* 6	48	----	48	3	3
306	Pottery Employes (Kilnmen)	1883	480	----	----	----	----	----	----	----	----	480	----	475	30	30
307	Pottery Employes (Hollow Ware Pressers)	1882	400	220	34	28	108	----	----	----	*a* 10	400	----	300	50	30
309	Pottery Employes (Sanitary)	1885	120	----	----	----	----	----	----	----	----	120	----	120	50	50
308	Pottery Employes (Jiggermen)	1885	175	55	25	10	65	----	----	----	20	175	----	170	----	----
310	Pottery Employes (Decorators)	1885	272	----	----	----	----	----	----	----	----	173	99	272	----	----
311	Pottery Employes (Packers, etc.)	1885	125	65	25	5	25	----	----	----	*a* 5	125	----	125	22	25
312	Pottery Employes (Turners)	1885	100	40	5	4	50	----	----	----	1	100	----	100	6	9
127	Powder Mill Employes	1886	30	6	8	----	1	----	----	----	15	30	----	30	40	40
230	Quarrymen	1886	130	7	45	20	24	----	f 15	1	f 18	130	----	130	15	15
214	Railroad Company (Steam) Employes *i*	1886	163	66	80	15	2	----	----	----	----	163	----	163	----	----
250	Railroad Company (Steam) Employes	1887	33	29	4	----	----	----	----	----	----	33	----	33	----	----
205	Railroad Company (Steam) Employes	1886	150	59	50	15	6	----	----	----	20	150	----	150	----	----
224	Railroad Company (Steam) Employes	1886	160	48	80	20	7	----	----	----	*j* 5	160	----	160	----	----
228	Railroad Company (Steam) Employes	1887	138	57	47	6	----	----	----	19	9	138	----	138	----	----
227	Railroad Company (Steam) Employes	1887	72	33	81	5	----	----	----	3	----	72	----	72	----	----
226	Railroad Company (Steam) Employes	1885	55	30	9	6	4	----	----	2	*j* 4	55	----	55	----	----

a Scotch. *d* Was first organized in 1862 as a trades union. *f* 7 Scotch, *j* 3 Scotch. *g* 10 Scotch.
b 50 Scotch. *c* Colored. *i* In these locals there are few engineers or firemen. (f) French Canadians.
j 4 Scotch.

TABLE NO. 4.—KNIGHTS OF LABOR MEMBERSHIP IN NEW JERSEY—SEX AND NATIVITY.—*Continued.*

Office number.	NAME OF ORGANIZATION AND LOCATION.	Date of organization.	MEMBERSHIP.											ESTIMATED NO. OF		
			Total.	American born.	Irish.	German.	English.	Swiss.	French.	Italian.	Other foreign born.	Men.	Women.	Members employed.	Unorganized workmen in vicinity.	Unorganized employed.
237	Railroad Company (Steam) Employes	1887	98	25	68	5	----	----	----	----	----	98	----	98	----	----
327	Railroad Company (Steam) Employes	1886	127	80	40	----	----	----	----	----	7	127	----	40	250	----
125	Rubber Workers	1886	139	80	30	5	6	----	----	----	8	108	31	139	144	144
231	Rubber Workers	1887	63	42	7	4	6	----	----	----	*a* 4	63	----	63	----	----
323	Rubber Workers and others	1885	408	337	31	22	4	----	----	4	9	408	----	222	150	130
260	Sash, Door and Blind Makers	1886	223	175	25	23	----	----	----	----	----	223	----	223	100	100
234	Saw Makers	1886	130	----	----	----	----	----	----	----	----	130	----	130	38	38
333	Sewing Machine Factory Employes	1886	52	34	9	3	2	----	----	----	4	52	----	48	*b*	----
345	Sewing Machine Factory Employes	1886	29	22	5	1	1	----	----	----	----	29	----	25	----	----
201	Sewing Machine Factory Employes	1885	323	----	----	323	----	----	----	----	----	323	----	----	----	----
233½	Sewing Machine Factory Employes	1886	160	80	54	----	20	----	3	----	3	160	----	160	----	----
160	Sewing Machine Factory Employes	1882	630	300	----	----	----	----	----	----	*c* 330	630	----	630	370	370
198	Ship Carpenters	1886	150	111	----	----	15	----	----	----	*c* 24	150	----	150	40	40
208	Ship Caulkers	1886	103	77	10	3	3	----	5	----	*d* 5	103	----	103	50	50
113	Shirt Factory Operatives	1887	372	140	118	48	18	----	12	----	36	228	144	372	240	----
239	Shirt Factory Operatives (Ironers)	1886	40	37	1	1	1	----	----	----	----	35	5	40	----	----
163	Shoe Factory Operatives *e*	1885	186	----	----	----	----	----	----	----	----	186	----	186	1800	----
169	Fitters	1886	163	163	----	----	----	----	----	----	----	----	163	163	----	----
257	Cutters	1887	50	34	----	3	10	----	----	----	3	50	----	50	40	40
187	Shoe Factory Operatives	1886	52	46	2	4	----	----	----	----	----	37	15	52	----	----
314	Shoemakers (Hand)	1886	54	12	8	6	5	----	----	----	23	54	----	54	13	13
140	Shoe Factory Operatives *f*	1885	100	60	----	----	----	----	----	----	40	----	100	90	----	----
148	Shoe Factory Operatives	1886	16	16	----	----	----	----	----	----	----	16	----	16	100	90
150	Shoe Factory Operatives *g*	1886	10	10	----	----	----	----	----	----	----	10	----	10	100	80
100	Silk Mill Operatives	1885	500	8	4	6	400	30	20	10	*h* 22	475	25	500	----	----
101	Silk Mill Operatives	1886	54	20	5	3	26	----	----	----	----	10	44	54	----	----
102	Silk Mill Operatives	1886	350	100	27	15	176	1	----	----	*h* 31	250	100	350	----	----
103	Silk Mill Operatives	1886	171	----	----	151	----	20	----	----	----	171	----	171	----	----
104	Silk Mill Operatives	1886	415	309	32	12	12	----	----	----	*i* 50	105	310	277	----	----
105	Silk Mill Operatives	1885	545	45	----	500	----	----	----	----	----	385	160	545	----	----
106	Silk Mill Operatives	1886	86	----	----	----	----	----	86	----	----	76	10	86	----	----
107	Silk Mill Operatives	1886	144	----	----	----	144	----	----	----	----	70	74	144	----	----
108	Silk Mill Operatives	1885	146	70	----	20	12	----	20	6	*i* 20	65	81	146	----	----
217	Silk Mill Operatives	1886	30	30	----	----	----	----	----	----	----	20	10	30	----	----
207	Silk Mill Operatives	1886	150	----	----	----	----	----	150	----	----	150	----	150	----	500
218	Silk Mill Operatives	1885	128	----	----	----	----	----	----	128	----	128	----	128	500	----
219	Silk Mill Operatives	1886	108	12	----	96	----	----	----	----	----	102	6	108	----	----
255	Silk Mill Operatives	1886	133	101	----	6	6	----	10	10	----	40	93	133	75	75
199	Soap Makers	1886	117	27	----	----	----	----	----	----	90	117	----	117	250	250
263	Steel Workers	1886	291	75	116	100	----	----	----	----	----	291	----	291	----	----
192	Steel Workers	1887	51	25	9	----	10	----	----	----	*i* 7	51	----	51	5	5
244	Steel Makers (Bessemer)	1885	45	8	17	----	20	----	----	----	----	45	----	45	55	55
313	Stone Cutters *j*	1886	75	----	----	----	----	----	----	----	----	75	----	75	----	----
159	Tailors	1886	30	15	10	5	----	----	----	----	----	30	----	30	600	----
164	Tailors, female	1886	650	300	115	235	----	----	----	----	----	----	650	200	----	----
128	Tailors	1885	39	----	20	8	----	----	----	----	11	39	----	39	70	70
227	Clothing Cutters	1886	84	44	3	31	3	----	----	----	*i* 3	84	----	84	----	----
156	Teamsters	1886	58	55	2	----	----	----	----	----	*i* 1	58	----	57	450	----
231	Teamsters	1886	110	3	93	12	----	----	----	----	*i* 2	110	----	110	----	----
178	Teamsters	1886	192	----	1	191	----	----	----	----	----	192	----	192	----	----

a 2 Scotch. *f* One of the best locals in the State. *g* Demoralized by a lockout, which might have been prevented. It will probably recuperate. *b* Nearly all K. of L. *c* Foreign born generally. *i* Scotch. *h* 10 Scotch. *j* First organized as a trades union in 1833; reorganized in 1865, and as K. of L. in 1886. *d* 4 Scotch. *e* All branches except cutters, who have their own unions.

TABLE NO. 4.—KNIGHTS OF LABOR MEMBERSHIP IN NEW JERSEY—SEX AND NATIVITY.—*Continued.*

Office number.	NAME OF ORGANIZATION AND LOCATION.	Date of organization.	MEMBERSHIP.											ESTIMATED NO. OF		
			Total.	American born.	Irish.	German.	English.	Swiss.	French.	Italian.	Other foreign born.	Men.	Women.	Members employed.	Unorganized workmen in vicinity.	Unorganized employed.
210	Coachmen *a*	1886	61	49	11	----	1	----	----	----	----------	61	----	61	----	----
325	Coachmen *a*	1886	60	----	----	----	----	----	----	----	----------	60	----	60	350	----
112	Textile Workers	1886	96	6	6	----	30	----	----	----	*b* 54	96	----	94	----	----
110	do. Woolen Mills	1886	132	35	30	13	4	----	----	----	50	97	35	132	668	----
111	do. Cotton Mills	1886	140	75	12	----	47	----	----	----	6	65	75	140	83	----
155	do. Weavers in Cotton Mills	1886	27	----	1	26	----	----	----	----	----------	23	4	27	9	9
154	do. Weavers in Cotton Mills	1886	187	100	30	----	33	----	4	3	17	78	109	187	300	300
322	do. Woolen Mills	1885	343	200	----	----	----	----	----	----	*c* 143	143	200	----	----	----
262	Thread Mill Employes	1885	640	550	40	----	25	----	----	----	*b* 25	40	600	640	6000	----
261	Thread Mill Employes	1884	100	15	----	----	60	----	----	----	*b* 25	100	----	100	----	----
254	Tinsmiths	1886	139	100	17	20	2	----	----	----	----------	139	----	139	----	----
215	Tin and Sheet Iron Workers	1885	67	27	20	10	9	----	1	----	----------	67	----	67	10	10
175	Tool Makers	1886	80	10	5	60	5	----	----	----	----------	80	----	80	----	----
197	Tobacco Workers *d*	1886	120	120	----	----	----	----	----	----	----------	117	3	120	3380	----
196	do. Cigar Makers	1886	110	90	2	18	----	----	----	----	----------	110	----	110	35	----
318	do. Cigar Makors	1886	40	36	----	4	----	----	----	----	----------	40	----	40	50	45
177	Trunk Makers	1885	210	175	20	15	----	----	----	----	----------	210	----	210	212	----
249	Tugboat hands	1886	65	39	15	8	2	----	----	----	1	65	----	65	----	----
181	Wall Paper Factory Employes—Print Cutters	1887	41	29	----	----	9	----	1	----	*b* 2	41	----	41	2	2
183	Wall Paper Factory Employes—Machine Printers	1886	28	27	1	----	----	----	----	----	----------	28	----	28	----	----
315	Wire Mills Employes	1885	384	288	58	----	20	----	----	----	19	384	----	384	700	700
134	Window Glass Workers, Local Assembly 300 *e*	1877	44	30	4	2	6	----	----	----	2	44	----	44	----	----
			22	15	1	2	3	----	----	----	1	22	----	22	----	----
			44	22	8	4	7	----	----	----	3	44	----	44	----	----
			22	18	----	1	1	----	----	----	2	22	----	22	----	----
			44	25	9	3	4	1	----	----	2	44	----	44	----	----
			44	22	2	4	10	1	1	----	4	44	----	44	----	----
			132	88	20	4	16	----	1	----	3	132	----	132	----	----
			22	16	1	2	2	----	----	----	1	22	----	22	----	----
			44	20	10	5	8	----	----	----	1	44	----	44	----	----
	Total		418	256	55	27	57	2	2	----	19	418	----	418	----	----
242	Mixed Assembly	1885	387	83	169	30	7	----	----	----	*f* 98	387	----	----	----	----
180	Mixed Assembly	1887	490	160	240	25	7	----	----	2	56	490	----	----	----	----
254	Mixed Assembly	1886	33	----	----	----	----	----	----	----	----------	33	----	----	----	----
179	Mixed Assembly	1887	71	39	25	2	3	----	1	----	1	71	----	----	----	----
247	Mixed Assembly	1885	58	33	10	6	2	----	----	----	7	58	----	----	----	----
240½	Mixed Assembly	1887	55	9	16	28	----	----	----	----	2	55	----	----	----	----
186	Mixed Assembly	1875	216	154	39	12	4	----	----	----	7	215	1	----	----	----
185	Mixed Assembly	1886	127	79	6	3	3	----	----	----	*g* 36	126	1	----	----	----
319	Mixed Assembly	1885	270	238	20	8	1	----	----	----	3	270	----	----	----	----
300	Mixed Assembly	1885	531	392	78	56	5	----	----	----	----------	491	40	----	----	----
329	Mixed Assembly	1885	28	10	10	4	4	----	----	----	----------	28	----	----	----	----
316	Mixed Assembly	1879	459	----	----	----	----	----	----	----	----------	453	6	----	----	----
321	Mixed Assembly	1885	59	53	1	1	1	1	----	----	*b* 2	59	----	----	----	----
269	Mixed Assembly	1886	200	175	----	----	----	----	----	----	25	175	25	----	----	----
304	Mixed Assembly	1886	299	----	----	----	----	----	----	----	----------	205	94	----	----	----
301	Mixed Assembly	1881	85	76	3	2	4	----	----	----	----------	85	----	----	----	----
302	Mixed Assembly	1886	148	80	61	2	1	1	----	----	3	143	----	----	----	----
303	Mixed Assembly	1887	57	19	32	----	2	----	----	3	*b* 1	57	----	----	----	----
305	Mixed Assembly	1885	276	----	----	----	----	----	----	----	----------	276	----	----	----	----

a Not private coachmen. *b* Scotch. *c* Total foreign born. *d* See also No. 240 mixed assembly. *e* All the U. S. window-glass workers belong to L. A. 300, K. of L. The Assembly has no strike fund, and, except in isolated cases, no money has been paid out for strikes in five years. L. A. 300 embraces ten States and has 2,841 members, one half of whom are American born. The local has subordinate "preceptories"; all moneys collected go to the L. A. treasury. It was reconstituted under the present law, in 1879. *f* 65 Danes, 20 Poles, 3 Bohemians. *g* 2 Scotch.

TABLE NO. 4.—KNIGHTS OF LABOR MEMBERSHIP IN NEW JERSEY—SEX AND NATIVITY.—*Continued.*

Office number.	NAME OF ORGANIZATION AND LOCATION.	Date of organization.	MEMBERSHIP.											ESTIMATED NO. OF		
			Total.	American born.	Irish.	German.	English.	Swiss.	French.	Italian.	Other foreign born.	Men.	Women.	Members employed.	Unorganized workmen in vicinity.	Unorganized employed.
328	Mixed Assembly	1886	100	75	20	----	----	----	----	----	5	100	----	----	----	----
240	Mixed Assembly *a*	1886	66	46	----	19	----	----	1	----	----------	66	----	----	----	----
344	Mixed Assembly *b*	1886	47	30	9	2	6	----	----	----	----------	47	----	----	----	----
334	Mixed Assembly *b*	1885	241	197	36	3	5	----	----	----	----------	241	----	----	----	----
343	Mixed Assembly *b*	1886	87	60	15	10	----	----	----	----	2	87	----	----	----	----
335	Mixed Assembly *c*	1882	1002	400	470	87	13	----	----	----	*d* 32	1002	----	----	----	----
341	Mixed Assembly *c*	1885	207	76	56	61	2	----	----	----	12	207	----	----	----	----
336	Mixed Assembly *b*	1885	673	400	150	105	6	----	----	----	12	673	----	----	----	----
340	Mixed Assembly *b*	1886	106	73	18	3	6	----	----	----	6	106	----	----	----	----
338	Mixed Assembly *b*	1885	104	70	16	10	2	----	----	----	6	104	----	----	----	----
342	Mixed Assembly *c*	1885	180	116	45	9	6	----	----	----	4	180	----	----	----	----
337	Mixed Assembly	1885	260	220	11	10	6	----	----	----	13	----	260	----	----	----
241	Mixed Assembly	1887	75	33	34	7	----	----	1	----	----------	75	----	----	----	----
149	Mixed Assembly	1880	150	120	2	12	8	----	----	----	8	92	58	----	----	----
151	Mixed Assembly *f*	1879	287	255	6	6	16	----	----	----	4	237	50	----	----	----
152	Mixed Assembly *g*	1883	56	30	15	----	10	----	----	----	1	20	36	----	----	----
136	Mixed Assembly *h*	1873	590	450	----	----	----	----	----	----	140	590	----	----	----	----
138	Mixed Assembly	1886	28	25	1	----	2	----	----	----	----------	28	----	----	----	----
139	Mixed Assembly	1887	40	25	3	2	7	----	----	----	3	40	----	----	----	----
141	Mixed Assembly *i*	1879	200	130	20	22	18	----	3	----	7	200	----	----	----	----
142	Mixed Assembly	1886	60	30	5	5	10	----	----	----	10	60	----	----	----	----
143	Mixed Assembly	1879	231	200	12	8	11	----	----	----	----------	229	2	----	----	----
145	Mixed Assembly	1878	110	75	20	15	----	----	----	----	----------	110	----	----	----	----
146	Mixed Assembly	1876	23	18	2	----	----	----	----	----	3	23	----	----	----	----
147	Mixed Assembly	1886	14	10	2	----	----	----	----	----	2	14	----	----	----	----
130	Mixed Assembly	1879	276	125	100	12	30	----	----	----	9	276	----	----	----	----
131	Mixed Assembly	1886	26	9	7	----	----	----	----	----	10	26	----	----	----	----
132	Mixed Assembly	1886	220	50	100	30	10	2	----	----	28	220	----	----	----	----
200	Mixed Assembly	1886	320	120	80	20	60	----	----	----	*j* 40	320	----	----	----	----
236	Mixed Assembly	1884	380	256	80	44	----	----	----	----	----------	380	----	----	----	----
176	Mixed Assembly	1883	60	40	10	5	2	----	----	----	3	55	5	----	----	----
174	Mixed Assembly	1885	175	150	10	5	5	----	----	----	5	175	----	----	----	----
265	Mixed Assembly	1879	187	----	----	----	----	----	----	----	----------	187	----	----	----	----
194	Mixed Assembly	1886	150	65	75	5	5	----	----	----	----------	150	----	----	----	----
188	Mixed Assembly	1881	328	243	50	2	3	----	----	----	*k* 30	325	3	----	----	----
209	Mixed Assembly	1885	65	20	20	18	----	----	----	----	7	65	----	----	----	----
191	Mixed Assembly	1883	207	182	17	2	6	----	----	----	----------	202	5	----	----	----
216	Mixed Assembly	1886	200	100	25	50	10	----	----	----	*d* 15	200	----	----	----	----
246	Mixed Assembly	1885	75	58	10	4	----	----	----	----	*d* 3	75	----	----	----	----

a Largely cigar makers. *b* Largely sewing machine factory employes. *c* Mostly sewing machine and R. R. employes and freight handlers. *d* Scotch. *e* Originally composed of ship carpenters and caulkers. *k* Chinese. ‡‡ 2 Scotch. *j* Welsh. *h* One of the first assemblies organized in the State. It exerted great influence in securing cash payments. *i* Lapsed in 1881 and reorganized in 1883. *g* Mostly cotton mills operatives, *f* Shoemakers, iron moulders and pearl button makers.

TABLE No. 5.—HOURS OF LABOR, TIME AND MANNER OF PAYMENT OF WAGES, AND RESULTS OF ORGANIZATION TO MEMBERS OF TRADES UNIONS.

Office number.	NAME OF ORGANIZATION AND TRADE REPRESENTED.	Total membership.	Number of hours of labor per week.	Time and manner of payment of wages.	RESULTS OF ORGANIZATION. In reducing hours of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes?
84	Bag Makers' Union, Newark	150	60	C., W., S. M. *v*		20 p. c.		No	$1 20	No
64	Bakers' (Journeymen) National Union:									
	No. 29, Jersey City	80	*a* 90	Cash, *b* Weekly	*c* 4	*c* $1 50	*c* $1 50	No	3 60	"
44	No. 2, Newark	53	72		*d* 3 & 6	*f*		No	4 20	"
43	No. 43, Newark	250	72		*d* 3 & 6	*f*		No	3 00	"
61	No. 55, Paterson	42	72					No	3 60	"
57	Bakers' (Boss) Protective Union, Paterson	30	72					No	3 00	"
330	Barbers' (Boss) Protective Association, Newark	160	90	Cash, weekly	*c* 4			No	2 00	Yes
52	Beer Brewers' National Union No. 2, Newark *g*	250	60	Cash, weekly	*g* 4	*g*		Yes	6 00	(*h*) No
290	Brotherhood of Railro'd Brakemen of N. A.:									
	Lodge 87, Paterson	49	72	Cash, Monthly				No	19 20	Yes
292	Lodge 119 Jersey City	203	80					"	19 20	"
295	Lodge 219, Newark	24	72					"	19 20	"
293	Lodge 162, Washington	27	72			*i* 6 p. c.		"	19 20	"
294	Lodge 200, New Market	25	60					"	19 20	"
69	Bricklayers' and Masons' Intern. Union:									
	No. 1, Jersey City	200	*j* 53	Cash, weekly	*k* 7	*k* 25		Yes	1 80	"
96	No. 4, Hoboken	73	*j* 53	Cash, semi-mo.	*k* 7			"	3 00	"
94	No. —, Bayonne	45	*j* 53	Cash, semi-mo.	*k* 7			"		"
30	No. 3, Newark	555	*j* 53	Cash, weekly	*k* 7	*l* 1 50		"	3 00	"
31	No. 5, Orange	128	*j* 53	Cash, weekly	7	*l* 1 00	*l* 1 00	"	3 00	"
32	No. 11, Montclair	47	*j* 53	Cash, semi-mo.	7	75		"	3 00	"
59	No. 2, Paterson	140	54	Cash, semi-mo.	1			"	1 80	"
60	No. 12, Passaic	39	54	Cash, semi-mo.	1			"	3 00	No
87	No. —, Plainfield	65	54	Cash, weekly	1	50	*n* 50	"	*o* 1 80	Yes
272	No. 15, New Brunsw'k	53	54	Cash, weekly	1		*p*	"	6 12	"
296	No. —, Trenton	200	54	C, W., S. M., *n*	1	*n*		"	3 00	"
20	No. 7, Camden	137	54	Cash, weekly	1	*l* 50	{ 1 00— *l* 50	"	*r* 1 20	"
21	Operative Plasterers' Int. Union of America. No. 20, Camden	43	54	Cash, weekly	1	*l* 50	{ 25— *l* 1 00	"	3 00	*s* No
70	United Order of American Carpenters and Joiners:									
	Nos. —, Jersey City and vicinity. *t*	600	*j* 53	C., W., S. M. *q*	*k* 7	*l* 50	*l* 50	No	7 20	No
27	No. 22, Newark	112	54	Cash, weekly	1	*l* 50	*l* 25	"	7 20	Yes
276	No. 28, Newark	62	54	Cash, weekly	1	*l* 50	25	"	6 00	"
10	No. 10, Orange	110	54	Cash, weekly	1	*l* 25	25	"	7 20	"
63	No. 16, Paterson	171	60	Cash, semi-mo.	1			"		"
73	No. 33, Paterson	35	60	Cash, semi-mo.	1			"	7 20	"
294	No. 29, N. Brunswick	35	54	Cash, weekly	1		15 p. c.	"	7 20	"

a Including Sunday work in week days' time. *b* A few board with employers. *c* Weekly. *d* Daily. *f* Doubled, but without board. *e* Average; used to work 16 and 18 hours daily. *g* Abolished Sunday work except in cases of necessity, for which 60 cents per hour is paid. Before July, 1887, this was a local assembly of K. of L. *i* Freight brakemen. *h* Only voluntary contributions from individual members. *j* Work 8 hours on Saturdays. *k* Weekly. *l* Daily. *n* For some. *o* $10 initiation fee. *p* Union standard, $3 daily; outside anything offered. *q* Mostly weekly and generally cash except those employed by the railroad companies, some of whose overseers and foremen own stores, where employes are expected to trade. *r* Exclusive of assessments. *s* But the society is beneficial. *t* 7 lodges. *v* Cash, weekly and semi-monthly.

TABLE NO. 5.—HOURS OF LABOR, TIME AND MANNER OF PAYMENT OF WAGES, AND RESULTS OF ORGANIZATION TO MEMBERS OF TRADES UNIONS (*Continued*).

Office number.	NAME OF ORGANIZATION AND TRADE REPRESENTED.	Total membership.	Number of hours labor per week.	Time and manner of payment of wages.	RESULTS OF ORGANIZATION. In reducing hours of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes.
28	Brotherhood of Carpenters and Joiners of North America:									
	No. 119, Newark	575	54	Cash, weekly	1	*a* $0 50	$0 25—*a* 50	No	$6 00	Yes
29	No. 172, Newark	180	54	Cash, weekly	1	50	"	Yes	3 00	No
87	No. —, Plainfield	150	54	Cash, weekly	1		*b*	"	3 00	"
295	No. 31, Trenton	105	59	Cash, weekly	1	*d* 25		No	6 00	Yes
22	No. 20, Camden	250	54	Cash, weekly	1	*a* 50		Yes	6 00	"
280	Brotherhood of Painters and Decorators of America:									
280	No. 8, Newark	104	54	Cash, weekly	1	*a* 25—75	*a* 50	No	*f* 3 00	"
298	No. 36, New Brunswick	15	60	Cash, weekly				"		No
24	No. —, Millville	20	60	Cash, weekly				"	3 60	Yes
54	Painters' Union, Paterson	100	59	Cash, weekly				"	3 00	No
23	Journeyman House Painters, Camden	102	54	Cash, weekly	1		*g*	"	3 00	"(*i*)
71	Laborers' Benevolent Union, (Hod Carriers), Jersey City	303	*c* 53	Cash, semi-mo. *h*	1	*a* 50—70	*c* $3 00	"	3 00	Yes
91	Hoboken	175	53	Cash, semi-mo.	1	"	"	"	3 00	"
48	Newark	750	*e* 53	Cash, weekly	*c* 7	*a* 75	*a* 25	"	*j* 1 20	"
49	Orange	115	53	Cash, weekly	1	*a* 25	*a* 25—75	"	*j* 1 20	"
346	Laborers' Protective Union, (Hod Carriers), *Montclair*	60		Cash, weekly				"	1 20	No
56	Hod Carriers' Protective Union, Passaic	43	54	Cash, semi-mo.	1	16 p. c.		"	3 00	Yes
75	Masons' Laborers Protective Union, Paterson	110	54	Cash, semi-mo.	1			"	1 20	"
273	Hod Carriers' Mutual Protective Union, New Brunswick	50	54	Cash, weekly	1		*k* Yes.	"	1 20	"
46	Lathers' Protective Union, Newark	75	58	Cash, weekly	*e* 2 & 4	*n* 25—50	12—25 p. c.	"	*o* 3 00	No
62	Lathers' Union, No. 1, Paterson	30	60	Cash, semi-mo.				"	3 00	"
98	Plumbers' Int. Union of N. A., No. 12, Newark	130	54	Cash, weekly	1			"	6 00	Yes
271	Steam and Gas Fitters' Union of N. A., No. 32, Newark	29	54	Cash, weekly				"	*f* 3 00	No
25	Building Trades Protective Union, Vineland:	22	60	Cash, weekly				"	3 00	"(*q*)
	Carpenters	10								
	Masons	5								
	Painters	4								
	Plumbers	1								
	Paper Hangers	1								
	Roofers	1								

a Daily. *b* None, because of great demand. *c* Weekly. *d* Daily, for some. *e* Work 8 hours on Saturdays. *f* $3.00 initiation fee. *g* Union standard $2.50; outside run down to $1.25. *h* Weekly when contractor is a non-resident. *i* But contemplate one. *j* Initiation fee $10.00. *k* And 10 hours work. *l* From 12 to 8 and 10. *n* Daily. *o* Initiation, $2.50. (*q*) Only voluntary aid.

TABLE No. 5.—HOURS OF LABOR, TIME AND MANNER OF PAYMENT OF WAGES, AND RESULTS OF ORGANIZATION TO MEMBERS OF TRADES UNIONS.—*Continued.*

Office number.	NAME OF ORGANIZATION AND TRADE REPRESENTED.	Total membership.	Number of hours of labor per week.	Time and manner of payment of wages.	RESULTS OF ORGANIZATION. In reducing hours of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes?
89	Granite Stone Cutters' National Union, J. City	27	*b* 58	Cash, semi-mo.				Yes	$3 60	Yes
45	Newark	21	58	Cash, semi-mo.	*a* 1	*e* $1 25		"	3 60	"
77	Brown Stone Cutters' Associat'n, Newark	400	51	Cash, weekly	1½	*e* 2 00		"	3 00	"
99	BlueStone Cutters' and Sharpeners' Union, Newark	35	54	Cash, weekly	1	*e* 50		No	*d* 6 00	No
90	Blue Stone Cutters'and Flaggers' Union, J. City	39	*b* 53	Cash, semi-mo.	*a* 5		*e* 50	Yes	3 00	Yes
277	Cabinet Makers' International Union of N. A., No. 4., Newark	105	54	Cash, weekly		*e* 50	*e* 50 / *f* 75	No	3 60	" *c*
92	Cane and Umbrella-stick Makers, Jersey City	25	59	Cash, weekly				"	3 00	No
65	Cigarmakers' International Union, No. 131, Jersey City	35	54	Cash, weekly		*f* 1 00	*e* 50— / *f* 1 00	Yes	6 00	Yes
93	No. 64, Hoboken	23	48	Cash, weekly	2			No	2 40	"
88	No. 8, Hoboken	41	48	Cash, weekly	2			"	2 40	"
76	No. 138, Newark	319	48	Cash, weekly	2	*e* 2 00— / *f* 3 00	*f* 1 00	Yes	2 40 / *g* 0 50	"
53	No. 3, Paterson	69	48	Cash, weekly	2	30 p. c.	30 p. c.	Yes		"
50	Clerks' Early Closing Associat'n, Orange	38	80	Cash, weekly				No	1 80	No
51	Grocery and Tea Clerks' Association, Newark	128	78	Cash, weekly	*h* 4—5		*h*	"	1 80	"
	Stationary Engineers' National Union.									
66	No. 1, Jersey City	42	66	Cash, weekly				"	*l* 6 00	"
74	No. 2, Paterson	25	72	C., W., S. M.				"	3 00	*k* "
289	No. 3, Newark	127	72	Cash, weekly				"	6 00	Yes
284	Brotherhood of Locomotive Engineers, (8 lodges in N. J.)	800	*j* 72	Cash, monthly	*i*	*i*		"	4 00 / 5 00	"
274	American Order of Steam Engineers, Perth Amboy	25	------	Cash, monthly				"	6 00	"
288	Brotherhood of Locomotive Firemen, Lodge 72, Camden	135	*j* 72	Cash, monthly	*i*	*i*		"	*n* 7 50	"

a Weekly. *b* 8 on Saturday. *c* Have an insurance branch. *d* Initiation $10
e Daily, *f* Per 1,000. *g* Assessments have averaged about this additional for the whole period
h Outsiders work any number of hours. *i* Mileage system instead of monthly wages
j Average; the mileage system prevails: paid according to miles run. *k* Only voluntary contributions from individual members. *l* Also $3 initiation fee. *n* Initiation fee $6 additional. Above is for Camden lodge only. f Initiation fee $2.50.

TABLE NO. 5.—HOURS OF LABOR, TIME AND MANNER OF PAYMENT OF WAGES, AND RESULTS OF ORGANIZATION TO MEMBERS OF TRADES UNIONS.—*Continued.*

Office number.	NAME OF ORGANIZATION AND TRADE REPRESENTED.	Total membership.	Number of hours of labor per week.	Time and manner of payment of wages.	RESULTS OF ORGANIZATION. In reducing hours of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes.
	Druggist Ware Glassblowers' League, (green glass):							Yes	*a* $4 00; *b* 10 00	*a* No
1	No. 1, Millville	95	*c* 54	Cash, semi-monthly. *d*	1½	25 p. c.		"		
2	No. 2, Salem	70	54		1½			"		
3	No. 4, Clayton	82	54		1½			"		
4	No. 5, Glassboro	74	51		1½			"		
5	No 6, Williamstown	80	54		1½	25–40 p. c.		"		
6	No. 7, Bridgeton	38	54		1½	50 p. c.		"		
7	No. 9, Winslow	8	45	Cash, semi-mo.	1½	25 p. c.				
9	No. 25, North Clayton	12	48	Cash, semi-mo.	1½					
10	No. 28, Woodbury	34	54	Cash, semi-mo.	1½					
8	No. 18, Camden	14	54	Cash, semi-mo.	1½					
11	No. 33, Swedesboro	11	54	Cash, semi-mo.	1½					
	American Flint Glassworkers' Union:									
12	No. 18, Prescription Blowers, Millville	107	54	Cash, semi-mo.	1	25 p. c.		Yes	4 00; *e* 6 00	*f* No
13	No. 64, Regular Flint blowers, Millville	30	54	Cash, semi-mo.	1	25 p. c.		"	*g* 9 00	"
14	No. 39, Blowers, Glassboro	23	54	Cash, semi-mo.	1	25 p. c.		"	*h* 25 00	"
15	No. 69, Stopper Grinders, Millville	26	51	Cash, semi-mo.				"	*h* 8 40	"
16	No. 46, Mould Makers, Millville	25	60	Cash, semi-mo.		*i*		No	*h* 6 00	"
17	No. 72, Cutters and Engravers, Millville	20	60	Cash, semi-mo.				"	4 00	"
18	Bohemian Glass Blowers' League, Millville	66	60	Cash, semi-mo.		20 p. c.		"	1 80	"
279	Harness and Saddle Makers' Union, Newark	55	60	C, W., S. M.				"	6 00	Yes
	Hat Finishers' (International) Association:									
42	Bloomfield	53	60	Cash, Weekly		*i*	*j* $0 50	Yes	4 20	"
80	Orange	600	60			*i*	*j* 25	"	6 00	"
81	Newark	450	60			*i*	*j* 25	"	5 64	"
40	Millburn	26	60			*i*	30 p. c.	"	3 60	No
	Hat Makers' (National) Association:									
34	Millburn (*n*)	36	60	Cash, weekly		25 p. c. *k*	15 p. c.	"	1 20	"
33	Bloomfield	80	60	Cash, weekly	*l*	*q*	25 p. c.	"	6 00	Yes
83	Orange	600	60	Cash, weekly		*q*	*k* 3 00	"	*h* 4 00	"
86	Newark	450	*o* 54	Cash, weekly	*o* 4	*i*	15 p. c.	"	*h* 4 00	"
35	Hat Makers' (Independent) Union, Orange Valley	160	60	Cash, weekly		$2.00 — 5.00 *k*	4 00 — *p* 7 00	"	1 20	"

a Only voluntary contributions from individual members. *b* Assessments have averaged about this additional for the whole period. *c* Glass blowers do not work during July and August, either. *d* $24 every two weeks; balance on demand; full settlement in July. *e* Averaged $6 for strike assistance outside of this State, where there has never been a strike. *f* Not in New Jersey. *g* Including assessments; sometimes as low as $4. *h* Including assessments, etc. *i* Kept up wages. *j* Daily. *k* Within a year. *l* Used to work from sunrise to sunset. *n* Sizeing. *o* Average, but are allowed to work 60; formerly used to work 10-14 daily. *p* Weekly. *q* Hard to tell.

TABLE No. 5.—HOURS OF LABOR, TIME AND MANNER OF PAYMENT OF WAGES, AND RESULTS OF ORGANIZATION TO MEMBERS OF TRADES UNIONS.—*Continued.*

Office number.	NAME OF ORGANIZATION AND TRADE REPRESENTED.	Total membership.	Number of hours of labor per week.	Time and manner of payment of wages.	RESULTS OF ORGANIZATION.					
					In reducing hours of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes?
36	Hat Makers' (Independent) Union, (a) Newark	338	60	Cash, weekly	———	*b* $0 50	*c* $4 00	Yes	$1 20	Yes
41	Hat Finishers' (Independent) Union, Orange	226	60	Cash, weekly	———	———	———	"	1 20	"
82	Hat Finishers' (Independent) Union, Newark	325	*e* 48	Cash, weekly	———	———	———	"	1 20	"
38	Hat Pouncers' (Union) Association, Orange	75	60	Cash, weekly	———	———	*b* 50	"	1 20	"
39	Hat Pouncers' (Union) Association, Newark	77	*e* 48	Cash, weekly	———	*c* 1 00	*c* 1 00	"	1 80	No
278	Hat Formers' Protective Union, Orange	68	60	Cash, weekly	———	———	———	No	3 00	Yes
37	Hat Trimmers' Association, Millburn	30	60	Cash, weekly	———	———	———	Yes	1 20	No
85	Hat Trimmers' Association, Orange	460	*e* 48	Cash, weekly	———	———	———	"	3 60	Yes
79	Horseshoers' National Union, No. 22, Newark	48	*d* 58	Cash, weekly	*c* 1	*b* 25	*b* 25	No	*k* 6 10	"
67	Iron Moulders' International Union, No. 7, Jersey City	70	59	Cash, weekly	———	———	———	"	6 00	No
270	No. 91, Newark	112	*e* 48	Cash, weekly	*e* 2	5 p. c.	———	Yes	6 00	Yes
78	Iron and Steel Workers' Asso'n, (Amalgamated), No. 1, Newark	80	60	Cash, monthly	———	10 p. c.	———	No	8 00	No
68	'Longshorem'n's Union (Independent), Jersey City	165	*f*	Cash, weekly	———	———	———	"	3 00	"
95	'Longshorem'n's Union (Independent), Hoboken	150	*f*	Cash, weekly	———	———	———	"	3 00	"
58	Machinists', Engineers' Blacksmiths' and Pattermakers' Association (Amalgamated), No. 420, Paterson	74	60	C., W., S. M.	———	———	———	"	5 40	"
55	Musical Protective Union, Paterson	100	———	Cash, weekly *g*	———	25 p. c.	———	"	2 00	Yes
331	Musical Protective Union, Newark	176	———	Cash, weekly	*h*	50 p. c.	*h*	"	2 00	"
282	Patternmakers' National League, Newark	38	60	C., W., S. M.	———	———	———	"	1 20	No
19	Shipwrights' and Caulkers' Association, Camden	140	60	Cash, weekly	*i*	*b* 75	*b* 50	"	*j* 4 00	Yes

a Sizeing. *b* Daily. *c* Weekly. *d* Work 8 hours Saturdays. *e* Average; piece work. *f* Irregular. *g* When playing for any length of time. *h* A schedule of prices gives better hours and pay. *i* Tried but failed. *j* Exclusive of benefit assessments. *k* Inclu ding a 10 cents yearly assessment.

TABLE NO. 5.—HOURS OF LABOR, TIME AND MANNER OF PAYMENT OF WAGES, AND RESULTS OF ORGANIZATION TO MEMBERS OF TRADES UNIONS.—*Continued.*

Office number.	NAME OF ORGANIZATION AND TRADE REPRESENTED.	Total membership.	Number of hours of labor per week.	Time and manner of payment of wages.	RESULTS OF ORGANIZATION. In reducing hours of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes?
97	Tailors' Progressive Union of America, No. 7, Newark	200	58	Cash, weekly	*a* 2	10 p. c.	*b* $1 00	No	$3 60	Yes
	Typographical (International) Union:									
47	No. 103, Newark, news compositors	100	54	Cash, weekly	*c*	*c*	*b* 4 00	Yes	3 00	"
	Book compositors	30	60							
	Job compositors	25	54							
281	No. 25, pressmen, Newark	20	54	Cash, weekly				No	3 00	No
72	No. 195, Paterson	14	60	Cash, weekly				"	3 00	"
297	No. 71, Trenton	135	59	Cash, weekly	*b* 1	20-25 p. c.	*d* 25 p. c.	Yes	4 20	*e* "
86	Typographical Union (German), No. 8, Newark	64	48	Cash, weekly	2	*b* $3 00		"	15 60	Yes

a On Saturday. Before organization, used to work any number of hours. Two-thirds are piece-workers, and do not average over 8 daily. *b* Weekly. *c* Benefits have been great. *d.* In Trenton all belong to union; non-unionists in suburbs. *e* Only voluntary aid.

TABLE NO. 6.—HOURS OF LABOR, TIME AND MANNER OF PAYMENT OF WAGES, AND RESULTS OF ORGANIZATION TO KNIGHTS OF LABOR.

Office number.	LOCAL ASSEMBLIES AND OCCUPATIONS REPRESENTED.	Total membership.	Numbers of hours of labor per week.	Time and manner of payment of wages.	RESULTS OF ORGANIZATION. In reducing hours of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes?
206	Bakers	24	*a* 90	Cash, weekly				No	$3 00	*b*
165	Bakers	25	72	Cash, weekly	2–3	{ $2 00— *c* 5 00		"	3 00	
126	Barbers	53	84	Cash, weekly		*d*		"	3 60	
211	Blacksmiths, Marine and Machine	97	*e* 59	Cash, weekly	*e*			"	3 00	
120	Blacksmiths, Heaters and Hammermen	177	60	Cash, semi-mo.				"	3 60	
124	Boiler Makers	196	60	Cash, semi-mo.		30 p. c.		"	3 00	
193	Boiler Makers	147	*f* 53	Cash, weekly	*c* 7	25 p. c.	*c* $1 00	"	3 00	
222	Boiler Makers	26	59	Cash, weekly				"	3 00	
332	Bottlers	60	60	Cash, weekly	4—5	*c* $3 00	*c* 3 00	"	3 00	
133	Brewery Employes	51	60	Cash, W., S. M.		20 p. c.	20 p. c.	"	6 00	
264	Brewery Employes (Malsters)	95	72	Cash, weekly				"	3 00	
122	Brass Workers	120	*i* 60	Cash, semi-mo.				"	3 60	
253	Brass Polishers	280	60	Cash, weekly				"	3 00	
317	Brick Makers	290	60	Cash, weekly		*g* 25		"	3 00	
182	Brick Makers and others	343	60	Cash, monthly		*h* 25 p. c.		"	3 60	Yes
232	Butchers (Hog)	160	*j* 60	Cash, weekly	2–3	*k* 5 p. c.		"	6 00	
252	Butchers	120	*j*	Cash, semi-mo.				"	3 60	
166	Button Makers (Ivory)	194	60	Cash, semi-mo.	*c* 5	20 p. c.		"	3 00	
223	Can Makers (Oil)	32	59	Cash, weekly				"	3 00	
259	Carriage and Wagon Makers	215	*s* 60	Cash, weekly				"	3 00	
268	Clay Miners	13	60	Cash, monthly		10		"	3 00	
184	Clay Workers (Terra Cotta)	139	60	Cash, monthly		30 p. c.		Yes	3 00	
170	Carpenters	32	54	Cash, weekly	1			No	6 00	
241	Clerks (Shoe and Dry Goods)	35	*l* 65	Cash, weekly	2		*n*	"	3 00	
190	Clerks (Shoe and Dry Goods)	75	65	Cash, weekly	2		*n*	"	3 00	
266	Clerks	47	*o*	Cash, monthly	*o*			"	3 00	
251	Coal Handlers	70	*p*	Cash, monthly				"	3 00	
253	Coal Handlers	135	*p*	Cash, monthly				"	3 00	
339	Cordage Works Operatives	47	*r* 60	Cash, semi-mo.		15 p. c.		"	3 00	
256	Coopers	50	60	Cash, weekly				"	3 00	
111	Cotton Mill Operatives	140	60	Cash, semi-mo.				"	{ 3 60— *q* 2 40	
155	Cotton Mill Operatives (Weavers)	27	60	Cash, semi-mo.		10 p. c.		Yes	3 00	
152	Cotton Mill Operatives	56	60	Cash, W., S. M.	2	15 p. c.		No	3 00	
154	Cotton and Gingham Mills Operatives	187	60	Cash, semi-mo.	2	10 p. c.		"	3 00	
109	Dyers, Helpers and Finishers	955	60	Cash, semi-mo.		20–28 p. c.		"	3 60	
225	Eccentric Engineers (Stationary)	84	66	Cash, weekly		*c* 50	*c* 1 00	"	6 00	Yes
251½	Eccentric Engineers (Stationary)	76	72	Cash, weekly		20 p. c.	20 p. c.	"	6 00	
123	File Makers	88	60	Cash, semi-mo.				"	3 60	
228	File and Rasp Makers	130	59	Cash, W., S. M.			10 p. c.	"	3 00	
195	Foundrymen	350	59	Cash, weekly			*s* 15 p.c.	"	3 60	
212	Foundry Workers (Radiator Makers)	63	59	Cash, weekly				"	3 60	

a Including Sunday work: average 14 to 15 hours daily. *b* "Alimony," or voluntary contribution is the system generally followed in local assemblies. The Order at large has an insurance department under supervision of its general officers. *c* Weekly. *d* The schedule has been equalized all over the city. *e* Increased from 53 weekly. *f* 8 hours on Saturdays. *g* To skilled workmen. *h* In brick works; also 10 cents per day for clay miners. *i* 10½ daily, except on Saturdays. *j* Irregular; average 10 daily. *k* About the average, but some very low wages were advanced 10 to 15 p. c. *l* From 8 A. M. to 7 P. M., except on Saturdays, when open till 10. *n* Dry goods and grocery clerks have shorter hours and better pay than the rest. *o* Close at 7: 30 daily; on Saturdays at 9—12. *p* Irregular. *q* For women. *r* Exclusive of overtime, which often came to 4 hours daily. *s* Also better treatment: formerly over-time not paid for; now at price and a half and double.

TABLE NO. 6.—HOURS OF LABOR, ETC.—*Continued.*

Office number.	LOCAL ASSEMBLIES AND OCCUPATIONS REPRESENTED.	Total number of members.	Number of hours of labor per week.	Time and manner of payment of wages.	RESULTS OF ORGANIZATION. In reducing wages of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes?
144	Foundrymen	52	*a*	*b*Orders, semi-m				No	$2 00	Yes
229	Freight Handlers and Railroad Employes	113	*a*	*c*Cash, monthly				"	3 00	
213	Gardeners and Florists	42	59	Cash, weekly		*d* $0 50		"	4 80	Yes
162	Gold Engravers	37	60	Cash, weekly		10 p. c.	10 p. c.	"	3 00	
248	Grain Elevator Employes	62	60	Cash, monthly		10 p. c.		"	3 00	
258	Harness Makers	425	60	C., W. S. M		10 p. c.		"	3 00	
235	Hatters	175	60	Cash, weekly				"	3 00	
247	Hatters	180	60	Cash, weekly				"	3 00	
249	Hat Trimmers	150	48	Cash, weekly				"	1 80	
320	Hod Carriers	187	54	C., W., S. M.	1	25		"	3 00	
230	Horse Car (Railroad) Employes	173	72	Cash, weekly	2-4			"	3 00	Yes
245	Horse Car (Railroad) Employes	80	84	Cash, monthly				"	3 00	
324	Iron Workers	316	60	Cash, semi-mo		12½ p. c.		Yes	3 00	
326	Iron Workers	271	60	*e*Cash, monthly		*f* 15 p. c.		No	3 00	Yes
153	Iron Workers	71	60	C., W. S. M		15-20 p. c.		"	3 00	
118	Iron Workers	195	*g* 9-12	Cash, semi-mo		10 p. c.		"	3 00	
172	Iron Moulders	230	*h* 50-60	Cash, weekly	*h* 1	25 p. c.	15 p. c.	"	3 00	
121	Iron Moulders	327	60	C., W. S. M		11—12½ p. c.		Yes	3 00	
171	Jewellers	500	60	Cash, weekly				No	3 00	
114	Jute and Flax Workers	375	60	Cash, semi-mo				"	2 40	
115	Jute and Flax Workers	130	60	Cash, semi-mo				"	2 40	
116	Jute and Flax Workers	188	60	Cash, semi-mo				"	3 60	
117	Flax Workers	325	60	Cash, semi-mo				"	3 60—*i* 2 40	
232	Laborers (Public Streets)	69	60	Cash, weekly				"	3 00	
229	Laborers (Phosphate Works)	80	60-72	Cash, semi-mo		10 p. c.		"	3 00	
137	Laborers	12	60	Cash, weekly		20 p. c.		"	4 80	
173	Laundry Employes	164	54	Cash, weekly	*j*	*j* 06		Yes	2 40	
226	Leather Japanners	317	54	Cash, weekly	1	$3 00 *k* 6 00	25 p. c.	No	3 00	
248	Leather Workers, Morocco Shavers	28	*l* 48	Cash, weekly				Yes	3 60	
168	Leather Workers, Morocco Finishers	80	60	Cash, weekly		*n* 75		Yes	3 00	
250	Leather Workers	500	54	Cash, weekly		*o* 2 00		Yes	3 00	
157	Leather Workers:	850				*o* 2 00		Yes	3 00	
	Splittlers' Helpers, Grainers	100	*l* 36	Cash, weekly						
	Curriers	250	48							
	Beamsmen	200	54							
	Tanners and Tackers	250	60							
	Others	50	60							
233	Leather Workers	76	59	Cash, weekly				No	3 00	
234	'Longshoremen	180	*p*	Cash, semi-mo				No	3 00	
254	'Longshoremen	170	*p*	Cash, monthly				No	3 00	

a Irregular. *b* But no forced trade, although the company has no opposition. *c* The railroad companies pay cash, but as some foremen and superintendents own stores, those under them are virtually forced to trade there. *d* Weekly. *e* In theory, but not in practice; company owns stores. *f* In January, 1887, for piece workers, *g* Daily. *h* For floor moulders, 9 hours daily and Saturday half holiday. *i* For Women. *j* Piece work; per dozen shirts. *k* Weekly. *l* Average during year. *n* Daily. *o* Average weekly in all departments. *p* Irregular.

TABLE NO. 6.—HOURS OF LABOR, ETC.—*Continued.*

Office number.	LOCAL ASSEMBLIES AND OCCUPATIONS REPRESENTED.	Total membership.	Number of hours of labor per week.	Time and manner of payment of wages.	RESULTS OF ORGANIZATION. In reducing hours of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes?
167	Machinists and Blacksmiths	438	60—54	C., W., S. M. *a*	*b* 5	*c*	25 p. c.	No	$3 00	
119	Machinists and Helpers	203	60	Cash, semi-mo.				"	3 60	
243	Machinists and Helpers	150	59	Cash, weekly		10 p. c.		"	3 60	
238	Metal Polishers (Sewing Machines)	67	57	Cash, weekly	*d*	10 p. c.		Yes	3 00	
253	Metal Workers (Tin)	220	60	Cash, weekly				No	3 00	
239	Moulders (Sewing Machines)	119	57	Cash, weekly	*d*	15 p. c.	*e* 10 p.c.	"	2 40	
135	Oil Cloth Factory Operators	48	60	Cash, weekly		20 p. c.		"	3 00	
158	Painters, House	320	54	Cash, W., S. M.	1	*f* $0 50	*f* 1 00 —25	"	3 00	
252	Painters, House	65	54	Cash, weekly	1			"	3 00	
220	Painters, House	27	58	Cash, weekly	*i* 1			"	3 00	
189	Painters, House	160	58	Cash, weekly	1	*f* 50	*f* 1 00 —50	"	3 60	Yes
307	Pottery Operatives (Hollow-ware pressers)	400	60	Cash, weekly				Yes *g*	3 00	
309	Pottery Operatives (Sanitary Pressers)	120	60	Cash, weekly				No	5 20	
308	Pottery Operatives (Jiggermen	175	60	Cash, weekly		*h*		"	3 60	
310	Pottery Operatives (Decorators)	272	60	Cash, weekly		*i*		"	3 00	
312	Pottery Operatives (Turners, Throwsters, etc.)	100	60	Cash, weekly		*i*		Yes *g*	3 00	
311	Pottery Operatives (Packers, etc.)	130	60	Cash, weekly				"	3 00	
306	Pottery Operatives (Kilnmen, Dippers, Saggermakers)	480	51—54	Cash, weekly				"	2 60	
221	Plumbers and Gas Fitters	150	53	Cash, weekly	1	*f* 50		No	3 00	
129	Plumbers and Gas Fitters	48	60	Cash, weekly				"	7 20	
127	Powder Mills Employes	30	60	Cash, monthly				"	4 80	
230	Quarrymen	130	54	Cash, W., S. M.	1	30 p. c.	35 p. c.	"	3 00	
228	Railroad Company Employes (Steam)	138	60	Cash, monthly *j*				"	3 00	
227	Railroad Company Employes (Steam)	72	60	Cash, monthly				"	3 00	
226	Railroad Company Employes (Steam)	55	60	Cash, monthly				"	3 00	
205	Railroad Company Employes (Steam)	150	*k* 60	Cash, monthly				"	3 00	
224	Railroad Company Employes (Steam) *l*	160	*n* 60	Cash, monthly				"	3 00	
214	Railroad Company Employes (Steam) *o*	163	*p* 54 60	Cash, monthly				"	3 00	
250	Railroad Company Employes (Steam) *q*	33	60—84	Cash, monthly				"	3 00	
327	Railroad Company Employes (Steam)	127	60—72	Cash, monthly				"	2 40	

a About 75 p. c. weekly. *b* Saturday half-holiday in several small shops, affecting about 150 members. *c* Several reductions prevented. *d* Night work abolished, but otherwise no effort has been made to reduce hours; the 8-hour movement voted down. *e* The only outside moulders are stove. *f* Daily. *g* Each employer makes certain unsatisfactory regulations. *h* Reduction since January, 1886. *i* In some cases. *j* The companies pay cash, but some of their superintendents and foremen own stores, where often the employes are virtually forced to trade. *k* Increased from 53. *l* Including freight-handlers and all branches but firemen and engineers. *n* Irregular for freight-handlers, who are paid only when employed, and at same rates even if working after 6 P. M. *o* Including trainmen, painters and machinists. *p* For shop hands. *q* Conductors, brakemen and baggage masters.

TABLE NO. 6.—HOURS OF LABOR, ETC.—*Continued.*

Office number.	LOCAL ASSEMBLIES AND OCCUPATIONS REPRESENTED.	Total membership.	Number of hours of labor per week,	Time and manner of payment of wages.	RESULTS OF ORGANIZATION. In reducing hours of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes?
237	Railroad Employes (Steam):	98	------		------	----------	30 p.c. *a*	No --	$3 00	------
	Engineers	4	72			*c* $0 35				
	Conductors	4	72			*c* 30				
	Brakemen	5	72	Cash, semi-monthly. *b*		*c* 20				
	Coal Trimmers	29	------			----------				
	Dock Hands	40	60			*c* 25				
	Carpenters	7	60			----------				
	Car Inspectors	9	60			----------				
139	Railroad Comp'y Employes:									
	Shop Hands	40	60		------	----------	--------	No --	3 00	------
	Machinists	18								
	Blacksmiths	4								
	Carpenters	3		Cash, monthly.						
	Painters	4								
	Boiler Makers	3								
	Laborers	5								
	Track Hands	2								
	Patternmakers	1								
125	Rubber Workers	139	60	Cash, semi-mo.	------	11¾p.c. *d*	--------	"	3 30	------
231	Rubber Workers	63	60	Cash, semi-mo.	------	----------	--------	"	3 00	------
323	Rubber Workers *f*	246	60	C., W. S. M. *e*	------	11 p. c. *g*	--------	"	3 60	------
260	Sash, Doors and Blind Makers	223	60	Cash, weekly	------	----------	--------	"	1 20	------
234	Saw Makers	130	54	Cash, weekly	1	----------	--------	"	3 00	------
333	Sewing Machine Factory Employes	52	57	Cash, weekly	*h*	10 p. c.	--------	"	3 00	------
160	Sewing Machine Factory Employes	630	*l* 45	Cash, weekly	------	12-15 p. c.	--------	"	3 00	Yes--
345	Sewing Machine Factory Employes	29	57	Cash, weekly	*h*	10 p. c.	--------	"	3 00	------
201	Sewing Machine Factory Employes	323	57	Cash, weekly	------	10 p, c.	--------	"	3 00	------
233½	Sewing Machine Factory Employes	160	60	Cash, weekly	------	*k* 2 00	--------	"	2 40	------
198	Ship Carpenters	150	53	Cash, weekly	------	----------	{ c0 50-- / 75	Yes--	3 00	------
208	Ship Caulkers	102	54	Cash, weekly	------	----------	{ c1 00-- / 75	No --	3 00	------
113	Shirt Factory Operatives	372	60	Cash, weekly	------	8½-14pc f	--------	Yes--	3 00	------
239	Shirt Factory Operatives	40	60	Cash, semi-mo.	------	----------	--------	No --	3 60	------
163	Shoe Factory Operatives *i*	186	60	Cash, weekly	------	10 p. c. *j*	--------	"	3 00	------
187	Shoe Factory Operatives	52	60	Cash, weekly	------	----------	--------	"	3 00	------
150	Shoe Factory Operatives	10	60	Cash, weekly	------	----------	--------	"	3 00	------
148	Shoe Factory Operatives	16	60	Cash, weekly	------	----------	--------	"	3 00	------
140	Shoe Factory Operatives	100	60	Cash, weekly	2	15 p. c.	--------	"	4 80	------
257	Shoe Factory Operatives, Cutters	50	60	Cash, weekly	------	10 p. c.	10 p. c.	"	3 00	------
169	Shoe Factory Operatives, Fitters	163	60	Cash, weekly	------	----------	--------	"	1 80	------
314	Shoemakers, hand	187	60	Cash, weekly	------	----------	--------	"	3 00	------
100	Silk Mills Operatives: Weavers	500	57½	Cash, semi-mo	*k* 2½	10-15 p. c.	--------	Yes--	3 00	------
103	" Weavers	171	57½	Cash, semi-mo.	*k* 2½	----------	--------	------	3 60	------
102	" Weavers	350	57½	Cash, semi-mo.	*k* 2½	8-10 p. c.	--------	No --	3 00	------
104	" Weavers	415	57½	Cash, semi-mo.	*k* 2½	10 p. c.	--------	No --	3 00	------

a Being attached to a railroad district assembly, they get 30 per cent. more than those not so attached. *b* But no fixed day. *c* Daily. *d* For cutters. *e* In two shops. *f* Mostly rubber workers. *g* For wool pullers. *h* Night work abolished. No effort for reduction in hours. f For starchers and ironers. *i* All branches but cutters. *j* In certain branches. *k* Weekly. *l* Average through the year.

TABLE NO. 6.—HOURS OF LABOR, ETC.—*Continued.*

Office number.	LOCAL ASSEMBLIES AND OCCUPATIONS REPRESENTED.	Total membership.	Number of hours of labor per week.	Time and manner of payment of wages.	RESULTS OF ORGANIZATION. In reducing hours of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes?
	Silk Mills Operatives (*Con.*)									
107	" Weavers	144	57½	Cash, semi-mo.	*k* 2½			No	$3 00	
217	" Weavers	30	60	Cash, semi-mo.		*a* $0 50			3 00	
207	" Weavers	150	55	C., W. S. M.		*a* 50	*b*		3 60	
218	" Weavers	128	60	Cash, semi-mo.		*a* 50	*b*		3 00	
219	" Weavers	108	59	Cash, semi-mo.					3 00	
255	Silk Mill Operatives	133	60	Cash, weekly					3 00	
101	Silk Mill Operatives	54	57½	Cash, semi-mo.	*a* 2½	15 p. c.			3 60	
105	Silk Mill Operatives	515	57½	Cash, semi-mo.	*a* 2½			Yes	3 60	
108	" Warpers	146	57½	Cash, semi-mo.	*a* 2½	10 p. c.		Yes	3 40	
106	" Weavers	78	57½	Cash, semi-mo.	*a* 2½	10 p. c.		No	3 60	
	Masons	4	60	Cash, semi-mo.						
	Carpenters	4	60	Cash, semi-mo.						
199	Soap Factory Employes	117	59	Cash, weekly				No	3 00	
263	Steel Workers	291	60	Cash, weekly		10 p. c.		No	4 20	Yes
192	Steel Workers	51	59	Cash, weekly		10 p. c.		No	3 00	
244	Steel (Bessemer) and Zinc makers	45	60	Cash, weekly				No	3 00	
313	Stone Cutters	75	54	Cash, weekly	1	27 p. c.		Yes	3 00	
159	Tailors	30	*c* 60	Cash, weekly	*c*	*d*		No	3 00	
128	Tailors	39	60	Cash, weekly				No	3 60	
164	Tailors, Female	200	60	C., W. S. M.	2			No	2 40	
227	Clothing Cutters	84	*f* 54	Cash, weekly	*e* 5			No	4 80	
231	Teamsters	110	60	Cash, weekly	4	$2 00—5 00		No	3 00	
178	Teamsters	192	72	Cash, weekly		2 00—3 00		No	3 00	
325	Teamsters	60		Cash, weekly				No	3 00	
156	Teamsters	58	78	Cash, monthly				No	3 60	
210	Teamsters (Coachmen)	61	*g*	Cash, weekly		*e* 50		No	3 00	
112	Textile Workers (Loom Fixers, Twisters, Harness Builders)	96	57½	Cash, semi-mo.	*e* 2½			Yes	3 60	
262	Thread Mills Operatives (Carders)	640	57½	Cash, semi-mo.	*e* 1½			No	3 00	
261	Thread Mills Operatives (Cotton Spinners)	100	57½	Cash, semi-mo.	*e* 1½			No	*h* 1 44	
254	Tinsmiths	139	54	Cash, weekly	1	1 25		No	12 00	Yes
215	Tin and Sheet Iron Workers	67	53	Cash, weekly	1	*i* 50	*i* 50	No	4 20	Yes
175	Tool Makers	130	59	C., W. S. M.		10 p. c.		No	3 60	
197	Tobacco Workers *q*	120	60	Cash, weekly		*p*		No	3 00	
196	Cigarmakers	110	48	Cash, weekly	2	*j* 1 00—50	*j* 1 00—50	No	1 20	Yes
318	Cigarmakers	40	48–60	Cash, weekly	2	*j* 50	*j* 50	No	3 60	
177	Trunk Makers	198	*k* 59	C. W. S. M. *l*		15 p. c.	10 & 20 p.c	Yes	3 60	Yes
249	Tug Boat Hands	65	72	Cash, semi-mo.		*e* 1 00	*e* 1 00	No	3 00	
181	Wall Paper Factory Employes (Print Cutters)	41	60	C., W. S. M.	*o*			Yes	6 00	
183	Wall Paper Factory Employes (Machine Printers)	28	60	C., W. S. M.		*n* 100 p. c.		Yes	3 00	Yes

a Weekly. *b* The organized are the most skilled, and therefore better paid; organization has established a regular scale of wages. *c* Custom tailors have no regular hours, working in busy seasons 15 to 18 hours daily. Before organization tailors worked from 10 to 16 daily; now very few over 10 hours and 8 on Saturdays. The average for piece workers is but 8 daily. *d* Succeeded in abolishing the card or "ticket-of-leave" system. *e* Weekly. *f* Work on Saturdays 4½ from April to October, and 6½ rest of the year. *g* Uncertain; sometimes 36 hours at a time. *h* Females. *i* Daily. *j* Per thousand. *k* Average. *l* Six factories: 3 weekly and 3 semi-monthly. *n* By N. Y. Association, uniform increase throughout trade. *o* No overtime. *p* Prevented a reduction. *q* See also No. 240 Mixed Assembly.

TABLE NO. 6.—HOURS OF LABOR, ETC.—*Continued.*

Office number.	LOCAL ASSEMBLIES AND OCCUPATIONS REPRESENTED.	Total membership.	Number of hours of labor per week.	Time and manner of payment of wages.	RESULTS OF ORGANIZATION. In reducing hours of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes?
134	Window Glass Workers; *a*	308			*c* 10	15 p. c.		Yes	*d* 4 20	
	Blowers	112	*b* 47½	Cash, weekly. *a*						
	Gatherers	112	*b* 47½							
	Flatteners	28	66							
	Cutters	56	66							
134	Window Glass Workers; *e*	44			*c* 10	15 p. c.		Yes	*d* 4 20	
	Blowers	16	*b* 50	Cash, weekly. *e*						
	Gatherers	16	*b* 50							
	Flatteners	4	66							
	Cutters	8	66							
134	Window Glass Workers; *e*	66			*c* 10	15 p. c.		Yes	*d* 4 20	
	Blowers	24	*b* 45	Cash, weekly.						
	Gatherers	24	*b* 45							
	Flatteners	6	66							
	Cutters	12	66							
135	Wire Mills Employes	384	48—60	Cash, semi-mo.				Yes	3 00	
322	Woolen Mills Employes	43	60	Cash, M., S.-M. and W. *f*				No	3 00	
110	Woolen Mills Employes;	132						Yes	2 40	
	Weavers	90	66	Cash, monthly.						
	Finishers	18	60							
	Twisters	2	60							
	Spinners	6	60							
	Dressers	4	60							
	Loom Fixers	2	60							
	Laborers	10	60							
147	Mixed Assembly	14	60	Cash, semi-mo.				No	3 00	
316	Mixed Assembly	459	60	Cash, weekly		*g*		No	3 00	
301	Mixed Assembly	85	60	Cash, weekly				No	3 12	
321	Mixed Assembly	59	60	Cash, weekly				No	3 00	
305	Mixed Assembly	276	60	Cash, W., M. *h*				No	4 00	
269	Mixed Assembly	200	60—72	Cash, W. and M. *i*	*j* 1			No	3 00	
236	Mixed Assembly	280	60	Cash, weekly				No	3 00	
194	Mixed Assembly	150	59	Cash, weekly				Yes	3 00	Yes
241	Mixed Assembly	75	60	Cash, W., S.-M.				No	3 00	
246	Mixed Assembly	75	60	Cash, weekly				No	3 00	
151	Mixed Assembly	287	60	Cash, weekly		15 p. c.		No	2 40	
216	Mixed Assembly	200	54	Cash, W. and M. *i*	*n* 1	*o* $0 25		No	3 60	
188	Mixed Assembly	328	60	Cash, weekly				"	3 60	
								"	*p* 3 00	
265	Mixed Assembly	187	60	Cash, weekly				"	4 00	
136	Mixed Assembly	590	60	Cash, weekly *q*		15 p. c.		"	4 00	
146	Mixed Assembly	23	60	Cash, weekly *q*		15 p. c.			3 00	
138	Mixed Assembly	28	60	Cash, weekly		15 p. c.			6 00	
142	Mixed Assembly	60	60	Cash, W., S.-M.		Yes		No	4 80	

a 5 "preceptories." Paid weekly and full settlement every month. *b* Only work 5 days per week. *c* Weekly; window glass workers only work 10 months in the year *d* No strike assessment for 5 years. Needy and unemployed helped out of treasury or voluntary contributions. *e* 2 "preceptories." Full settlement of wages every month. *f* 3 mills: in each a different system. *g* In some cases. *h* One-third weekly. *i* Railroad employes. *j* Woolen mills employes. *k* Shoemakers, pearl button makers and iron moulders; the former two are thoroughly organized. *m* Railroad Company employes. *n* Building trades. *o* Daily. *p* For women. *q* Nearly all.

TABLE NO. 6.—HOURS OF LABOR, ETC.—*Continued.*

Office number.	LOCAL ASSEMBLIES AND OCCUPATIONS REPRESENTED.	Total membership.	Number of hours of labor per week.	Time and manner of payment of wages.	RESULTS OF ORGANIZATION. In reducing hours of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes?
141	Mixed Assembly:					*b*		No	$3 00	
	Blacksmiths	2	60							
	Engineers	2	60—72							
	Cigar Makers	3	60	*a* Cash, monthly, weekly.		10 p. c.				
	Iron Workers	24	60							
	Carpenters	3	60							
	Machinists	2	60							
	Laborers	64	60							
143	Mixed Assembly:			Cash, monthly.				No	1 80	
	Cotton Mills Operatives	25	60							
	Glass Workers	2	54	semi-monthly						
	Cigar Makers	2	60	weekly.						
	Tailor	1	60	weekly.						
	Laborers	201	60	weekly.						
145	Mixed Assembly:							No	3 60	Yes
	Carpenters	3	60							
	Farmers	10	60	Cash, weekly.						
	Clerks	2	72							
	Laborers	95	60							
149	Mixed Assembly:				*a*			No	*d* 3 00	Yes *d*
	Shoemakers	84	59			10–20 p. c.				
	Carpenters	10	60							
	Saw Mill Hands	2	60							
	Bricklayers	8	60							
	Painters	4	60	Cash, weekly.						
	Storekeepers	3	60							
	Farmers	10	60							
	Laborers	15	60							
329	Mixed Assembly:							No	2 60	
	Saw Makers	1	60							
	Plumbers	4	54			15 p. c.	15 p. c.			
	Carpenters	2	60	Cash, weekly.						
	Machinists	2	60							
	Laborers	18	60							
	Painter	1	60							
303	Mixed Assembly:								2 60	
	Stone Quarrymen	53	60	Cash, monthly.						
	Saw Mill Employes	2		Cash, weekly.						
	Others	2								
302	Mixed Assembly:			Cash, monthly.	1	10 p. c.		No	3 00	
	Machinists	10	54							
	Blacksmiths	2	54	monthly.						
	Cabinet Makers	4	60	weekly.						
	Tinsmiths	2	54	monthly.						
	Cigar Makers	3		monthly.						
	Barbers	2		monthly.						
	Loco. Firemen	2		monthly.						
	Laborers	123	60	monthly.						

a Two firms run truck stores. *b* This local exercised great influence in securing cash payments in the neighborhood. *c* Yes. *d* An assistance or beneficial annex is attached: dues 6 cents for men and 3 for women.

TABLE NO. 6.—HOURS OF LABOR, ETC.—*Continued.*

Office number.	LOCAL ASSEMBLIES AND OCCUPATIONS REPRESENTED.	Total membership.	Number of hours of labor per week.	Time and manner of payment of wages,	RESULTS OF ORGANIZATION. In reducing hours of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes?
328	Mixed Assembly:		60					No	$1 80	Yes
	Farmers	12		Cash weekly and monthly.						
	Carpenters	5								
	Masons	5								
	Millers	4								
	Blacksmiths	4								
	Stationary Engineers	4								
	Cigarmakers	1								
	Iron Workers and Laborers	65								
304	Mixed Assembly:							No	3 00	
	Woolen Mills Operatives	242	60	Cash, monthly. *a*	1					
	Clerks	19	60							
	Cigarmakers	8	48							
	Firemen	2	60							
	Laborers, etc	28								
319	Mixed Assembly:							No	3 00	
	Organ Makers	45	60	Cash, monthly and semi-mo *b*						
	Carpenters	10	60							
	Masons	2	60							
	Shoemakers	5	60							
	Cigarmakers	2	60							
	Railroad Employes	15	72							
	Engineers	3	60							
	Laborers	195	60 to 66							
300	Mixed Assembly:		60			*c*		No	2 40	?
	Iron Workers	150		Cash, monthly.					*e* 1 20	?
	Railroad Employes	80		Cash, monthly.						
	Building Trades Mechanics	38		Cash, weekly.						
	Laborers	263		Cash, monthly.						
200	Mixed Assembly:							No	3 00	
	Miners	160	48	Monthly. *d*						
	Iron Workers	80	60							
	Carpenters and Masons	50	60							
	Laborers	30	60							
131	Mixed Assembly:		60					No	3 60	
	Machinists	7		Cash, semi-mo.						
	Weavers	15		Cash, semi-mo.						
	Throwster	1		Cash, semi-mo.						
	Carpenter	1		Cash, semi-mo.						
	Brakeman	1		Cash, monthly.						
	Telegraph Operator	1		Cash, monthly.						
186	Mixed Assembly:							No	3 00	
	Factory Employes	60	60	Cash, semi-mo.						
	Foundry Employes	5	60	Cash, semi-mo.						
	Laborers	40	60	C., M., S. M.						
	Masons	2	60	Cash, weekly.						
	Machinists	2	60	Cash, semi-mo.						
	Boatmen	15	60	Cash, monthly.						
	Cigarmakers	7	48	Cash, weekly.						
	Others	185								

a 95 per cent. *b* Some organ makers semi-monthly; the rest monthly. *c* Prevented reduction.
d The miners are indirectly compelled to trade at company stores. *e* For women.

TABLE NO. 6.—HOURS OF LABOR, ETC.—*Continued.*

Office number.	LOCAL ASSEMBLIES AND OCCUPATIONS REPRESENTED.	Total membership.	Number of hours of labor per week.	Time and manner of payment of wages.	RESULTS OF ORGANIZATION. In reducing hours of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes?
240	Mixed Assembly:					10 p. c.		No	$3 00	
	Cigarmakers	34	48		2					
	Photographer	1	48							
	Clerk	1		Cash weekly.						
	Machine Runners	28								
	Bakers	2	60					Yes		
334	Mixed Assembly:			Cash,				No	3 00	
	Sewing Machine Factory Employes	182	57	Weekly.	*a*	10 p.c.				
	R. R. Shop Employes	17	54	Monthly.		*b* 8 p. c.				
	R. R. Engineers	2	60	Monthly.						
	R. R. Brakemen	5	60	Monthly.						
	Carpenters	7	54	Weekly.						
	Barbers	3	88	Weekly.						
	Clerks	12	60	Weekly.						
	Others	13								
176	Mixed Assembly:							No	3 00	
	Hatters	40	54							
	Carpenters	5	54	Cash, weekly.						
	Engineers	2	60							
	Laborers	2	60							
174	Mixed Assembly:				1	*c* $ 25—50	*c* $ 25	No	4 00	
	Carpenters	75	54							
	Masons	4	54							
	Painters	10	54							
	Laborers	25	54	Cash, semi-mo						
	Blacksmiths	3	54							
	Plumbers	6	54							
	Florists	2	60							
	Jobbers	50	54							
209	Mixed Assembly:	65						No	3 00	
	Cigarmakers		48		2	*d* 50—1 00	*d* 50—1 00			
	Window Shade Makers		58	Cash, weekly.						
	Coopers		58							
	Laborers		58							
191	Mixed Assembly:							No	3 00 / *e* 1 80	
	Box Makers	23	59							
	Iron Workers	20	59							
	Clerks	7	59							
	News Agents	4	59	Cash, weekly.						
	Wood Workers	11	59							
	Seamstresses	5	60							
	Laborers	119								
	Others	18								
130	Mixed Assembly:		60					No	3 60	
	Carpenters	10								
	Machinists	30								
	Teamsters	15								
	Weavers	6								
	Tinsmiths	5		Cash, semi-mo						
	Printers	5								
	Shoemakers	6								
	Laborers	140								
	Others	58								

a Night work abolished. *b* Continued only 5 months. *c* Daily. *d* Per 1,000. *e* For women.

TABLE NO. 6.—HOURS OF LABOR, ETC.—*Continued.*

Office number.	LOCAL ASSEMBLIES AND OCCUPATIONS REPRESENTED.	Total membership.	Number of hours of labor per week.	Time and manner of payment of wages.	RESULTS OF ORGANIZATION. In reducing hours of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes?
132	Mixed Assembly:	----	60		------	----------	-------	No.	$3 00	------
	Mill Operatives	150		Cash, semi-monthly.						
	Folders	20								
	Carpenters	15								
	Lathers	5								
	Painters	5								
	Machinists	10								
	Miscellaneous	15								
335	Mixed Assembly:	----	------	Cash,	------	----------	-------	No.	3 00	------
	Sewing Machine Factory Employes	689	57	Weekly.	*a*	10 p. c.				
	R. R. Shop Employes	268	54	Monthly.	------	8 p. c. *b*				
	Coal Handlers and Dock Hands	102	------	Monthly.	------	2½c. *c*				
	Fertilizer Works Employes	18	60	Weekly.	------	----------				
	Glue Factory Employes	8	60	Weekly.	------	----------				
	Retail Store Prop's	4	84	----------	------	----------				
	Others	----	------	----------	------	----------				
336	Mixed Assembly:	----	------	Cash,	------	----------	-------	No.	3 00	------
	Sewing Machine Factory Employes	316	57	Weekly.	------	10 p. c.				
	Carpenters	10	54	Weekly.	------	----------				
	Masons and Bricklayers	17	54	Weekly.	------	----------				
	Pottery Operatives	14	60	Weekly.	------	5 p. c.				
	Fertilizer Works Employes	92	*d* 60	Weekly.	*d*	*f*				
	Copper Smelting Works Employes	165	60—66*e*	Weekly.	*d*	----------				
	Storekeepers and Clerks	31	72	Weekly.	------	----------				
	Railroad Laborers	64	60	Monthly.	------	----------				
338	Mixed Assembly:	----	------	Cash,	------	----------	-------	No.	3 00	------
	Sewing Machine Factory Employes	80	57	Weekly.	------	10 p. c.				
	Clerks	2	72	Weekly.	1	----------				
	Coal Yard Employes	7	60	Weekly.	------	----------				
	Lumber Yard Laborers	4	60	Weekly.	------	----------				
	Railroad Shop Employes	10	54	Monthly.	------	----------				
337	Mixed Assembly (women):	----	------	Cash,	------	----------	-------	No.	3 00	------
	Sewing Machine Factory Employes	80	57	Weekly.	------	----------				
	Rubber Garments Operators	45	60	Weekly.	------	12 p. c.	12 p. c.			
	Shirt Factory Employes	61	60	Weekly.	------	8 p. c.	8 p. c.			
	Spinners (Cordage Works)	10	60	Weekly.	------	----------				
	Overhauls (Co-operative) Factory Employes	8	48	Weekly.	------	----------				
	Clerks (Saleswomen)	7	72	Weekly.	*g* 2	----------				
343	Mixed Assembly:	----	------	Cash,	------	----------	-------	No.	3 00	------
	Sewing Machine Factory Employes	73	57	Weekly.	------	10 p. c.				
	Coal Handlers and Dock hands	11	60	Monthly.	------	2½c. *c*				
	Lumber Yard Employes	3	60	Weekly.	------	----------				

a Overtime stopped. *b* But lost it again. *c* Per hour; lost increase in January, 1887. *d* Some work 7 days in the week; but only those absolutely necessary at present work on Sunday. *e* Furnacemen. *f* Prevented reduction. *g* Formerly retail stores remained open till 9 or 10; now they close at 8.

TABLE NO. 6.—HOURS OF LABOR, ETC.—*Continued.*

Office number.	LOCAL ASSEMBLIES AND OCCUPATIONS REPRESENTED.	Total membership.	Number of hours of labor per week.	Time and manner of payment of wages.	RESULTS OF ORGANIZATION. In reducing hours of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes?
341	Mixed Assembly:	----	------	Cash,	------	----------	--------	No.	$3 00	------
	Sewing Machine Factory Employes	143	57	Weekly.	------	10 p. c.				
	R. R. Shop Hands	58	54	Monthly.	------	8 p. c. *a*				
	Horse Car Employes	6	84	Weekly.	------	----------				
340	Mixed Assembly:	----	------	Cash,	------	----------	--------	No.	3 00	------
	Sewing Machine Factory Employes	74	57	Weekly.	------	10 p. c.				
	R. R. Shop Hands	4	54	Monthly.	------	----------				
	Teamsters	2	72	Weekly.	------	----------				
344	Mixed Assembly:	----	------	Cash,	------	----------	--------	No.	3 00	------
	Sewing Machine Factory Employes	33	57	Weekly.	------	10 p. c.				
	R. R. Shop Hands	10	54	Monthly.	------	----------				
	Clerks	2	66	Weekly.	*b* 1-2	----------				
	Firemen (Steamboat)	2	72	Weekly.	------	----------				
342	Mixed Assembly:	----	------	Cash,	------	----------	--------	No.	3 00	------
	Sewing Machine Factory Employes	74	57	Weekly.	------	10 p. c.		------		
	R. R. Shop Hands	37	54	Monthly.	------	----------		------		
	Ship Carpenters and Caulkers	40	60	Monthly.	------	25c. *c*		Yes. *d*		
	Helpers	29	60	Monthly.	------	15c. *c*		------		
247	Mixed Assembly:	----	------		------	10 p. c. *e*	--------	No.	3 00	------
	Blacksmiths	5	60	Cash, Monthly.						
	Brakeman	1	------							
	File Cutter	1	60							
	Cigarmaker	1	60							
	Carpenters	5	60							
	Coachman	1	------							
	Clerk	1	------							
	Car Inspectors	3	60							
	Locomotive Fireman	1	72							
	Farmers	6	------							
	Laborers	28	60							
	Masons and Bricklayers	2	60							
	Merchant	1	------							
	Painters	5	60							
179	Mixed Assembly:	----	------	Cash, monthly *f*	------	----------	--------	No.	3 00	------
	Baker	1	72	----------						
	Boatmen	15	------	*f*						
	Barber	1	------	----------						
	Butcher	1	------	----------						
	Carpenters	5	60	----------						
	Clerks	2	72	----------						
	Steamboat and Sloop Captains	9	------	*f*						
	Farmer	1	------	----------						
	Laborers	34	10-13c	----------						
	Painter	1	60	----------						
	Tailor	1	------	----------						

a But lost it again. *b* From 13 and 12 to 11 hours. In 1886 the 8-hour movement was voted down by this and other locals in this locality. *c* Daily. *d* Ship carpenters. *e* For clay miners only. *f* Boatmen paid by the trip.

TABLE NO. 6.—HOURS OF LABOR, ETC.—*Continued.*

Office number.	LOCAL ASSEMBLIES AND OCCUPATIONS REPRESENTED.	Total membership.	Number of hours of labor per week.	Time and manner of payment of wages.	RESULTS OF ORGANIZATION. In reducing hours of daily labor.	In advancing wages.	Difference in wages of members and non-members.	Is apprenticeship regulated?	Regular yearly membership expenses.	Is there a fund for benevolent purposes?
180	Mixed Assembly:			Cash, monthly.*a*				No.	$3 00	
	Boatmen	37								
	Barbers	2	*b* 12			10 p. c.				
	Brakemen	17	60							
	Blacksmiths	8	60							
	Butchers	2	*c* 13							
	Baker	1								
	Boilermakers	2	60							
	Carpenters	15	60							
	Clerks	6								
	Cigarmakers	2	48							
	Flag and Switchmen	5	72							
	Firemen	2	60							
	Laborers	321	60			*d*				
	Merchants	7								
	Masons	2	60							
	Potters	10	60							
	Painters	7	60							
	Physician	1								
	School Teacher	1	*c* 5½							
	Ship Carpenters	7	60							
	Tailors	4	66							
	Others	11	60							
185	Mixed Assembly:			Cash, weekly.				No.	3 60	
	Blacksmiths	1	60							
	Carpenters	20	60							
	Cigarmakers	3	48							
	Masons	2	60							
	Painters	37	60	Semi-monthly.		*e*				
	Printers	3								
	Plumbers	3	60							
	Stationary Engineers	1	60							
	Laborers	14	60	Weekly and mo.						
240	Mixed Assembly:			Cash, monthly.*f*				No.	3 00	
	Barber	1								
	Boatmen	6		*g*						
	Blacksmiths	3	60							
	Bridgetender	1								
	Carpenters	2	60							
	Laborers	8	60							
	Laborers (Brickyard)	30	*h*10-13	*i*						
	Watchman	1	72							
	Miscellaneous	24								
242	Mixed Assembly:			C., M. and W.				No.	3 00	
	Boatmen	6		*g*						
	Brakemen	11	60			10 p. c.				
	Carpenters	6	60	*j*						
	Clerk	1	48							
	Cigarmakers	2	48	*j*						
	Coal Trimmers	47	60			1½c. *k*				
	Editor	1								
	Laborers	288	60	*l*		10 p. c.*n*				
	Merchants	5								
	Engineer (Stationary)	5	60	*j*						
	Others	7								

a All except one firm, but store is not owned by employers. *b* Daily; work from 7 A. M. to 9 P. M.; on Saturdays to 12 P. M., and Sundays to 12 noon. *c* Daily, *d* The bituminous coal handlers, 20 per cent.; anthracite coal trimmers, 17 per cent. in wages; shop hands of railroad company, 10 hours instead of 8, with increased pay. *e* Secured usual spring wages two weeks earlier than usual. *f* Except in brick yards, where store orders are given. *g* Boatmen are paid by the trip. *h* Daily. *i* Paid at the end of season. *j* Weekly. *k* Per hour. *l* On the oil docks, weekly; on freight docks, semi-monthly. *n* 10 per cent. for freight handlers.

PART II.

THE POLICY OF OUR LABOR ORGANIZATIONS—THEIR OBJECTS AND RULES OF ACTION.

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THE POLICY OF OUR LABOR ORGANIZATIONS—THEIR OBJECTS AND RULES OF ACTION.

In the following two chapters an attempt has been made to give some notion of the aims of our principal labor organizations and the ways and means used to realize those aims, as shown by their published constitutions and by-laws. For this purpose, extracts from these documents have been freely made, and in a number of instances the "declarations of principles" reproduced. It is needless to say that these organizations do not always strictly live up to their fundamental rules of action. Neither is it to be taken for granted that their published laws are the only regulations which govern their conduct. Nor is it reasonable to suppose that the bulk of the membership either fully understands or attaches much importance to the declarations or "preambles" which usually precede their union constitutions.

As a rule, these American "workingmen's programmes" are very rational, and their unionist policy, as outlined in their by-laws, is very conservative. Very few of the regulations, which have been condemned in English trades unions, are current here. Only three organizations, as far as we know, restrict the quantity of work to be done in any given time; and, where there are any in existence, apprentice limitations seem to be reasonable—all of which, it is true, may be accounted for by the fact that unionism in this country is yet in its infancy. Still, it argues well for the future of labor organization, that there is a general discouragement of strikes and a professed eagerness to settle disputes between employer and employed amicably—by arbitration. Intemperance and other misconduct are very much frowned down upon and more or less severely punished, and it is the usual practice, where benefits are paid, to forfeit

them wherever the misfortune has been caused by vicious or immoral conduct or even drunkenness. A fraternal spirit is everywhere enjoined, and the periodical meetings of these local unions, where the members invariably address each other as "brother" and "sister," are schools for American citizenship: the deliberations, conducted in strict parliamentary form, cover a wide range of subjects, political and economic, as well as matters affecting their every-day life—matters, it may be, involving their means of living, protecting their trade interests and discounting future misfortune by providing for means of mutually insuring each other.

Where there is only a local, independent trade society the rules are easily made and understood, for they affect only such industries as are of limited extent, and a comparatively small number of working people. But such cases are becoming rarer every day, for the spread of industry throughout the country, the freedom with which workingmen at present go from one locality to another, and the free trade in products as well as in men, render anything but national unions of little value to the wage worker. And with the extension of organization over a large territory, the regulations necessarily become more complicated—the society more centralized. General rules of action for the body as a whole are provided, and questions which interest any considerable extent of country or industry are decided by the district or national organization, but matters involving merely local concern are left to be regulated by the subordinate unions. And so with the expenses of membership: the amount of dues are proportioned to local and general needs, the latter funds alone being sent to the general treasury. The officers are required to make stated reports of their receipts and expenditures.

Further information about the purposes of our American labor organizations and the methods of carrying them out will be found in the following pages:

The underlying principle of the ORDER OF THE KNIGHTS OF LABOR is solidarity—the unity of interest of all classes of society, whose highest good it seeks to promote. In its membership it recognizes no distinction of sex, race, color or creed, and only bars a few callings which its founders considered either disreputable or non-productive—liquor dealers, lawyers, bankers, professional gam-

blers and stock brokers. Its motto is: "An injury to one is the concern of all."

Its organization is democratic, and is based on the local assembly, which is an association of ten or more persons, three-fourths of whom must be wage-workers or farmers. If all members belong to one industry or calling, it is called a "trade local assembly;" otherwise it is known as "mixed." The local assembly (L. A.) is instituted by an organizer, commissioned by the General Master Workman, or chief executive official of the order. The L. A. may be attached either to the general assembly (G. A.), to the district assembly (D. A.), or State Assembly (S. A.) The D. A. is composed of delegates from at least five local assemblies and is the highest tribunal of the order within its jurisdiction, which embraces a limited territory, not determined, however, by geographical or political divisions. It may be either a "trade" or "mixed" district assembly. The State assembly and the trade national assembly are also representative bodies, but only exercise jurisdiction over local and district assemblies voluntarily subordinate to them or instituted by them.

The district, State and national trade assemblies are subordinate to the general assembly, which is composed of representatives from these bodies,* and has full and final jurisdiction over them and is the highest tribunal of the order. It meets in regular session once a year, and "alone possesses the power and authority to make, amend or repeal the fundamental and general laws and regulations of the order, and to finally decide all controversies arising in the order." It elects for a term of two years a General Master Workman, who is the executive officer and president, General Worthy Foreman, General Secretary, General Treasurer, General Investigator,† General Executive Board of six members, (exclusive of the General Master Workman) no three of whom shall be from the same State; also a General Co-operative Board of six members, whose terms of office are so arranged that those of two expire each year. With the exception of the Co-operative Board, the general

*One representative for every three thousand members.
†Of woman's work and wages.

officers are permanently located at the K. of L. headquarters,* 814 North Broad street, Philadelphia, Pa.

The local assembly, as a rule, meets once a week. Its officers, elected semi-annually by ballot, consist of Master Workman, Worthy Foreman, Venerable Sage, Recording Secretary, Financial Secretary, Treasurer, Worthy Inspector, Almoner, Statistician, Unknown Knight, Inside Esquire, Outside Esquire, Insurance Solicitor and three Trustees, who are the custodians of all property and funds of the local assembly under such regulations as may be fixed by its by-laws. Once a year is also chosen one judge, a judge-advocate and a clerk of court, who together constitute the local court for the trial of grievances, misdemeanors and violations of the laws of the order, and who act as local court officers throughout the order, when legally called upon, in the place of a disqualified officer in any other local assembly of a corresponding position. The power of the court extends to expulsion, and its findings are executed by order of the master workman, without vote or ballot by the local assembly. An appeal lies to the district assembly and higher tribunals, all of whose officers are similar in name to those of the local assembly and perform like duties. Local, district and State executive boards also generally obtain.

Unlike other societies, the constitution of the Knights of Labor was not formulated until nine years after its organization, and when it had already become a powerful body, with a membership of eighty thousand working men. At first the very existence of the order was kept a secret, its name was never mentioned, but indicated in its printed documents, and otherwise, by five stars : *****. And it was not before June, 1878, that the pledge, given by members not to divulge its affairs, was declared not binding with reference to the confessional—in order to overcome the hostility of the Roman Catholic Church. But, with this exception, the name was not made public, and "the aims and objects of the order promulgated among all wage-workers of North America," until January 1, 1882. Still, even now, "any assembly working in any locality where the members would be liable to be victimized, in case the existence of the order were known, may work secretly until such

*This was purchased for the order at the close of the year 1886. The total cost was $47,219.

time as the strength of the membership will permit the local to work openly; and any member of an assembly working openly, visiting an assembly working secretly shall conform to the regulations of such locality."

The order traces its origin back to the Garment Cutters' Association, of Philadelphia, whose members, in 1869, finding that they had experienced the various ups and downs incident to other trade organizations of like character, began to feel the necessity of a more thorough organization of their trade. On November 25, a committee was appointed to prepare a plan of re-organization, and two weeks later, at its suggestion, the old association voted to form a secret society, which was organized by the following members: James L. Wright, Robert C. Macauley, Joseph A. Kennedy, William Cook, Robert W. Keen, Uriah S. Stephens, James M. Hilsee, David Westcott, W. H. Philips and Washington Shields. On December 28, 1869, the new society adopted the name of the "Knights of Labor," and also a secret ritual or "work." Weekly meetings were held and the assembly continued to grow, numbering at the close of its first year sixty-nine members in good standing. Gradually workmen from other trades were initiated, not as full members, but only as "sojourners," who were not entitled to vote, and were exempt from payment of dues. This was done to familiarize them with the work of the assembly, so that in time they might organize their own trades, for no part of the ritual had been printed until a number of new local assemblies were under way. The officers of the parent assembly, "No. 1," or some members designated by it, organized the new assemblies and remained in charge until they had been sufficiently instructed to get along by themselves. On December 25, 1873, the various local assemblies in existence formed District Assembly No. 1, which superseded Local Assembly No. 1 in the direction of the order, which flourished chiefly in the neighborhood of Philadelphia and the Pennsylvania mining regions. The authority of the first district assembly was only relinquished when the General Assembly was established, although other district assemblies had in the meantime come into existence—a state of affairs which caused considerable friction of authority.

From this time on the organization developed quite rapidly, but on somewhat different lines than its recognized founder, Stephens,* had planned. He had in contemplation the institution of an organization which should have higher ends than the mere wages question—an organization based upon the brotherhood of man, whose corner-stone was co-operation and associated labor, which would mean the doing away with competition and rivalry. The primary aim was the education of its members in the local assemblies, constituted from workmen of the same craft. These were not to be mere trades unions or beneficial societies, but schools of labor, the ultimate end being the consolidation of all branches of honorable toil for a common object—the formation of productive co-operative associations: the local assembly to be the productive centre, the district assembly the distributive centre, and over all a body having general supervision. And all the early pioneers were enthusiastic in spreading a knowledge of the new order and its purposes. Many plans were also tried by them to facilitate the purchase of supplies by members by arrangements with producers.

But before any material progress had been made in these directions, the disastrous panic of 1873 and following years changed the whole industrial outlook, bringing about a condition of things which made the question of work and wages paramount to everything else. It was a most unfavorable time to perfect the organization upon the plan of its founder, for the tendency during this whole period was towards a reduction in wages, calling forth resistance and strikes on the part of the wage-earners, who looked to the new order for aid in their struggles; and not in vain. This question soon overshadowed all others in the minds of a majority of the members, and had much to do with shaping the future policy of the Knights of Labor—a policy which obtained in the constitution of the General Assembly, organized, after an agitation extending over several years, at Reading, Pa., in January, 1878. Instead of merely limiting this central body to only appellate authority, it was given "full and final jurisdiction," with power to tax the members of the order for its maintenance. The policy of the order was further shown by the following provision for a resistance or strike fund:

*He was the first master workman of Local Assembly No. 1 and of District Assembly No. 1, as well as the first General Master Workman of the order.

"A resistance fund shall be formed in the following manner: Each L. A. shall set apart in a special investment, each month, a sum equal to five cents each for every member upon the books, which fund shall accumulate and remain intact for the space of two years from January 1, 1878. After that time, it shall be held for use and distribution under such laws and regulations as the G. A. may then adopt."

This provision was repealed two years later, but revived in 1885 under the name of "assistance fund," which was placed under the control of the district assembly. The experience of the great strike year of 1886 led many to the conclusion that the existence of a strike fund was productive of more injury than benefit to the organization, and its maintenance was made optional with the different assemblies.

But the subject of strikes and their regulation is discussed in another chapter; it only remains to show the other purposes and methods of the order. This can be largely gleaned from the "preamble," or declaration of principles, first adopted in 1878, and, with the exception of some verbal changes and the addition of the last seven articles, substantially the platform now in force:

"The alarming development and aggressiveness of the power of great capitalists and corporations under the present industrial system will inevitably lead to the pauperization and hopeless degradation of the toiling masses. It is imperative, if we desire to enjoy the full blessings of life, that unjust accumulation and this power for evil of aggregrated wealth shall be prevented. This much-desired object can be accomplished only by the united efforts of those who obey the divine injunction: 'In the sweat of thy face shalt thou eat bread.' Therefore we have formed the Order of the Knights of Labor for the purpose of organizing, educating, and directing the power of the industrial masses.

"It is not a political party, it is more,—for in it are crystalized sentiments and measures for the benefit of the whole people; but it should be borne in mind, when exercising the right of suffrage, that most of the objects herein set forth can only be obtained through legislation, and that it is the duty, regardless of party, of all to assist in nominating and supporting with their votes such candidates as will support these measures. No one shall, however, be compelled to vote with the majority.

"Calling upon all who believe in securing 'the greatest good to the greatest number' to join and assist us, we declare to the world that our aims are:—

"I. To make industrial and moral worth, not wealth, the true standard of individual and national greatness.

"II. To secure to the workers the full enjoyment of the wealth they create; sufficient leisure in which to develop their intellectual, moral, and social faculties; all of

the benefits, recreations, and pleasures of association—in a word, to enable them to share in the gains and honors of advancing civilization.

"In order to secure these results, we demand at the hands of the law-making power of State and nation:

"III. The establishment of bureaus of labor statistics, that we may arrive at a correct knowledge of the educational, moral and financial condition of the laboring masses.

"IV. That the public lands, the heritage of the people, be reserved for actual settlers—not another acre for railroad or other speculators, or alien landlords; and that all lands now held for speculative purposes be taxed to their full value.

"V. The abrogation of all laws that do not bear equally upon capitalists and laborers, and the removal of unjust technicalities, delays and discriminations in the administration of justice.

"VI. The adoption of measures providing for the health and safety of those engaged in mining, manufacturing and building industries, and for indemnification to those engaged therein for injuries received through lack of necessary safeguards.

"VII. The recognition, by incorporation, of orders and other associations organized by the workers to improve their condition and protect their rights.

"VIII. The enactment of laws to compel corporations to pay their employes weekly, in lawful money, for the labor of the preceding week, and give mechanics and laborers a first lien upon the product of their labor to the extent of their full wages.

"IX. The abolition of the contract system on national, State and municipal works.

"X. The enactment of laws providing for arbitration between employers and employed, and to enforce the decision of the arbitrators.

"XI. The prohibition, by law, of the employment of children under fifteen years of age.

"XII. To prohibit the hiring out of convict labor.

"XIII. That a gradual income tax be levied.

"XIV. The establishment of a national monetary system, in which a circulating medium in necessary quantity shall issue directly to the people, without the intervention of banks; that all the national issue shall be full legal tender in payment of all debts, public and private; and that the Government shall not guarantee or recognize any private banks or create any banking corporations.

"XV. That interest-bearing bonds, bills of credit or notes shall never be issued by the Government, but that, when need arises, the emergency shall be met by issue of legal-tender, non-interest-bearing money.

"XVI. That the importation of foreign labor under contract be prohibited.

"XVII. That, in connection with the post-office, the Government shall organize financial exchanges, safe deposits and facilities for deposit of savings of the people in small sums.

"XVIII. That the Government shall obtain possession, by purchase, under the right of eminent domain, of all telegraphs, telephones and railroads; and that hereafter no charter or license be issued to any corporation for construction or operation of any means of transporting intelligence, passengers or freight.

"And while making the foregoing demands upon the State and national government, we will endeavor to associate our own labors:—

"XIX. To establish co-operative institutions, such as will tend to supersede the wage system, by the introduction of a co-operative industrial system.

"XX. To secure for both sexes equal pay for equal work.

"XXI. To gain some of the benefits of labor-saving machinery by a gradual reduction of the hours of labor to eight per day.

"XXII. To persuade employers to agree to arbitrate all differences which may arise between them and their employes, in order that the bonds of sympathy between them may be strengthened and that strikes may be rendered unnecessary."

There is also a preamble to the constitution for local assemblies:

"The local assembly is not a mere trades union or beneficial society; it is more and higher. It gathers into one fold all branches of honorable toil, without regard to nationality, sex, creed or color. It is not founded simply to protect one interest or discharge one duty, be it ever so great. While it retains and fosters all the fraternal characteristics and protection of the single trade union, it also, by the multiplied power of union, protects and assists all. It aims to assist members to better their condition, morally, socially and financially. It is a business firm, every member an equal partner, as much so as a commercial house or a manufacturing establishment. All members are in duty bound to put in their equal share of time and money. The officers elected must not be expected to 'run it' and the rest of the partners do nothing, as in the case of mere societies. While acknowledging that it is sometimes necessary to enjoin an oppressor, yet strikes should be avoided whenever possible. Strikes, at best, only afford temporary relief, and members should be educated to depend upon thorough organization, co-operation and political action, and through these the abolishment of the wage system. Our mission cannot be accomplished in a day or generation. Agitation, education and organization are all necessary; thorough organization is essential for successful arbitration, and where arbitration fails strikes seldom succeed. The first duty of members is to perfect organization and discipline. Among the higher duties that should be taught in every local assembly are men's inalienable inheritance and right to a share, for use, of the soil; that the right to life carries with it the right to the means of living; and that all statutes that obstruct or deny these rights are wrong, unjust, and must give way. Every member who has the right to vote is a part of the government in the country, and has a duty to perform, and the proper education necessary to intelligently exercise this right, free from corrupting influences, is another of the higher duties of a local assembly. In short, any action that will advance the cause of humanity, lighten the burden of toil, or elevate the moral and social condition of mankind, whether incorporated in the constitution or not, is the proper scope and field of operation of a local assembly."*

A very extensive programme, all this; and to carry out even a considerable portion of it will require more than "a day or generation," and all the "agitation, education and organization" the

* Political action cannot be taken at a regular meeting of the assembly, but only after such meeting has been closed, when it becomes a mere body of citizens, voluntarily assembled, without power to bind any of those present.

founders of the order were never tired of preaching. And they took care to make "the discussion of labor in all its interests" one of the leading features of the meetings of the local assembly—a practice which, during the strike period of the past year or two, had fallen into disuse, but is now being revived: "Each local assembly," provides the constitution, "shall devote not less than ten minutes nor more than one hour of each regular session thereof to the discussion of subjects bearing upon the labor question, such as 'convict labor,' 'eight hours,' 'child labor,' 'how can the toiler receive a just share of the wealth he creates?' etc."

Although co-operation has always been considered the corner-stone of the order, no attempt to adopt any practical measures to advance the movement was made by the General Assembly or its officers until the establishment of the General Co-operative Board in 1883. And even then, as the payment of co-operative dues was optional, the only result has been to make this board a general advisory committee. Nevertheless, its secretary reported in 1887, that "co-operation is a living spirit in the order," and "has materialized itself in local enterprises largely during the year."* It is a fact, also, that members of the Knights of Labor, both individually and collectively, have been active in advancing many successful co-operative undertakings in recent years. When it was determined to revise the constitution of the order, in 1886, an effort was made to provide for a special co-operative fund by compulsory assessment, but the General Assembly of 1887 refused to endorse the idea of making members co-operative "whether or not," as one of the objectors expressed it.† So the co-operative regulation substantially remains a mere recommendation, of which no use as yet has been made: "Each local assembly may collect and deposit, as a special fund, a sum not less than two cents‡ per month for every member in good standing." This fund is to be forwarded monthly to the State or

* In their report for 1887, the General Co-operative Board give a list of one co-operative bank, five co-operative agricultural societies, seven co-operative hall associations, fifty-one co-operative distributive and fifty co-operative productive concerns.

† Editor of *Work and Wages*.

‡ The regular dues per member of the order generally are twenty-five cents per month, or $3 annually. Out of this are paid the running expenses of the local assembly, the district assembly tax, and the general assembly "per capita" of twenty-four cents per year. The revenues of the general office are also recruited from fees for charters and "supplies." The initiation fee is fixed by the local assembly, but in no case can be less than one dollar for men and fifty cents for women.

district assembly treasurer, who deposits it in bank, subject to withdrawal upon an order signed by the General Co-operative Board, which has power, subject to the approval of the General Executive Board, to invest all available funds, but cannot incur any debts or liabilities. "In securing employes for any co-operative enterprise preference shall be given to victimized or black-listed members of the order in good standing, whenever possible, without injury to the interests of the association; and in all cases employes must be members of the order in good standing." And all profits arising from the investment of any funds must be divided as follows: One-third to the General Assembly; one-third to the general fund of the General Co-operative Board; one-third to the employes of such enterprise as may create the profit—such sums to employes to be equally divided according to amount paid each for labor done.

The anti-liquor stand which this organization has taken has called forth much adverse comment from some wage-workers, who have wrongly, and in derision, proclaimed it a temperance society. The fact is, that nearly all trade societies discourage excessive liquor drinking; a considerable number refuse to admit as members any one connected, directly or indirectly, with the sale of intoxicating liquors, and even the following provision of the amended K. of L. constitution is not original with that order: "No local or other assembly or member shall, directly or indirectly, give, sell or have any ale, beer or intoxicating liquors of any kind at any meeting, party, sociable, ball, picnic or entertainment whatever appertaining to the order. Any member found guilty of violating this law shall be suspended not less than six months, or expelled. No fine shall be imposed for this offence. Any local or other assembly so offending shall be suspended during the pleasure of the General Executive Board, or shall have its charter revoked by said board."

THE GREEN GLASS (BOTTLE AND VIAL) BLOWERS, for the past twenty-five years, have maintained one of the most effective trade organizations in the country. This is due to various causes: The art of glass-blowing, which, as practiced here, is peculiarly an American industry, is not easily acquired. Foreign workmen upon coming here are compelled virtually to learn the trade over again,

while apprenticeship always has been strictly entorced. Besides, until the recent introduction of the "shop system," apprentices were not profitable to the manufacturer. This necessarily kept the supply of journeymen within the demand, and thus gave to the skilled glassworkers advantages in wages and constant employment enjoyed in few other trades.

As early as 1842 a glass blowers' convention was held at Philadelphia, when a price list for the trade was adopted. There are also traditions of some early struggles between employers and employed; but no effective beginning was made at organization until 1856, induced not only by the growing dissatisfaction at the truck system, but particularly by the unpopularity of the new method of work then being introduced, the blower hiring moulders to assist him at half journeymen's wages.* This practice was considered as an innovation on the regularly established apprenticeship system, and, besides, was an advantage to the favored blowers. So when it was learned that a union had been formed at Philadelphia, the movement soon found an echo in New Jersey, and the Philadelphia organization had little difficulty in instituting one at Glassboro. Its object, as set forth in the constitution, was to be "the elevation of the position and the maintenance of the interests of the craft." Members were prohibited from employing moulders or working for less than the standard rate of prices. The utmost secrecy had to be observed, for both manufacturers and the public generally at that time were hostile to trades unionism in any shape. Yet, notwithstanding this, sister unions were formed in the spring of 1857 at Millville, Williamstown, Waterford, Winslow, Clayton and Bridgeton, as at Baltimore, Md., and Pittsburg, Pa.; and in July a Grand Union was constituted at Philadelphia by delegates from all the local unions. It was given power "to fix and regulate the list of prices for the subordinate unions, to alter or amend their constitions, to decide all questions of appeal, and to do all other things in which the good and welfare of the unions are concerned." And thus was laid the foundation of that fraternal feeling ever since prevailing in the trade, and which was effectively shown in the fall

* The substitution of coal for wood as fuel led to enlargement of the furnaces and increasing the size of the pots.

of 1857 and following spring, when the New Jersey unions sent aid to the striking glass-blowers in Philadelphia—assistance which, owing to the hard times and scarcity of money, consisted mainly of supplies obtained at the New Jersey factory stores.

The enthusiasm which characterized the first session still continued at the second annual meeting of the Grand Union held at Millville in July, 1858, notwithstanding the discouraging account of the situation at Pittsburg and farther west, where, it was stated, not more than 250 of the 600 blowers could be relied on to sustain any action taken by the Union. The session lasted two weeks and a complete list of prices made out, the basis being 45 cents per gross of 1 oz. vials and 9½ and 10 cents for 12 and 14 oz. weight bottles. This list contained the name and price of nearly every bottle known at that time to the trade. The following preamble and resolutions were also adopted:

"Preamble and resolutions embodying the views of the members of the Hollow-ware Glassblowers' Union of the United States in relation to the evils that afflict their trade and the remedies which they believe will effect its restoration to a sound condition. The serious attention and consideration of all interested are earnestly and respectfully directed to the statements contained in the following preamble and resolutions:

"WHEREAS, The time-honored custom of the nine months' blast has of late years been broken in upon in the glass-blowing business, by the introduction of what is called summer work, resulting in serious injury to both manufacturer and workmen, but particularly to the health of the latter, and, as a necessary consequence the evil alluded to has grown to an extent that has become grievously oppressive and no longer to be endured without the sacrifice of every manly principle and feeling; and

"WHEREAS, The introduction of apprentices to the trade has been followed, not only by a reduction of wages, but by the still greater evil of limiting the supply of work whereby the workmen had hoped to obtain a livelihood without being forced to seek other employment to eke out a living; * * * *

"*Resolved*, That we, the Hollow-ware Glassblowers' Union of the United States, will not blow, after the 10th day of June next ensuing, for the blast of 1858–9;

"That we will not work for any employer or employers who have more than an average of one newly indentured apprentice to each factory, whether bound by written contract or otherwise.

"That we will not work in any factory with any journeyman who is working for a less rate than the list of prices adopted by the G. B. U. of the U. S.

"That we will not work in any factory with any one who has a moulder or finisher or an assistant in making bottles or vials, or for any other purpose than gathering glass, except such assistant be a regular jonrneyman or apprentice to the business.

"That we, the members of G. B. U., engage to work to the order of our employ-

ers, in a workmanlike manner, and in case of any disagreement arising between the parties in consequence of incompetency, neglect or refusal to comply with their engagement, said engagement to terminate between them, on two weeks' notice being given by either party."

The delegates had come fully prepared to demand a considerable increase in wages as well as the observance of the custom not to work during the summer months, for these matters had been discussed in the local unions; but few would have consented to make such a radical demand as the proposed apprenticeship rule, had the justification for it not been given by the manufacturers themselves. During this session the latter were not idle, and they anticipated the demand for increased wages, by proceeding to indenture as many apprentices as possible. Long before the Grand Union had adjourned, it was known that thirty apprentices already had been indentured at Glassboro, twenty-eight at Williamstown, and twenty-five at Millville. The object was to make the factories independent of the Union: failing in this nominally to concede the price list, but, by employing as few union men as possible, ultimately with the aid of the apprentices to break up the Union, by starving its members into submission. As a counter-move, the Grand Union adopted the apprenticeship rule by nearly a unanimous vote. All but two of the firms refused to comply with the demands, however, and a strike ensued; the factories at Millville, Williamstown, Port Elizabeth and Glassboro being started up and worked with apprentices in connection with a few non-union journeymen. The strikers, who only had had a short season during the preceding blast, could ill afford a long struggle. Every effort was made to bring them to terms, their leaders even being arrested for conspiracy. At last the importation of workmen from Pittsburg and New York State broke the backbone of the strike, and a special meeting of the Grand Union in November absolved the members from their obligations to maintain the stand taken at the Millville session in July. The Grand Union soon thereafter collapsed and with it the subordinate unions.

No successful effort at reorganization was made until after the end of the war, although at the close of the blast of 1863–64 a convention adopted the 60 cent price list, which, with some few

modifications has been the standard since, all changes being calculated by a per cent. "off" or "on." In the summer of 1865 the manufacturers demanded a reduction of 25 per cent. in wages, and on the refusal of the workmen to consent, shut down the factories until the middle of September following. The men kept up a stubborn resistance, which ended in success, as the manufacturers conceded the full list prices of the year before. The result was also the formation of a new union under the name of the "Druggist Glassware Blowers' League," which soon had branches in all the factory towns in New Jersey. The first convention was held at Philadelphia in the beginning of 1866, when the constitution of the old Grand Union was virtually readopted. The object was to combine the trade of the whole country and a national league was organized, but the west was unrepresented. At the Camden session, in 1867, a resolution was passed declaring that no member, after July 1, 1868, would work at glass-blowing during July and August—a rule which was generally observed till 1870, when it was rescinded and not again revived until 1880, when the manufacturers, in order to curtail production, met the organized workmen half way, and agreed not to operate their factories during the two summer months.

In 1871, the old League, which had witnessed many favorable and unfavorable changes in the price list, and had been involved in disputes, more or less serious, with manufacturers, was reorganized under the name of the "Glassblowers' Improved League of the United States," its object being to create a general organization with centralized power to which all members should be individually responsible. Local branches were organized, and these in the summer of 1871 sent delegates to a convention at Philadelphia, when the constitution was completed. The head of the organization was a "Manager," and the entire craft east of Pittsburg were soon included in its membership. In 1872–3 the western blowers organized under the Improved League, and continued to use the ritualistic work until 1886, when they formed D. A. 143, Knights of Labor, although ten years before the organization had already been divided into the eastern and western divisions, entirely independent of each other. In 1877 the blowers connected with the pre-

scription flint glass trade, hitherto included in the League, withdrew and formed the "Flint Glass Workers' Union," and two years later the Improved League gave way to the Druggist Green Glassblowers' League (with jurisdiction over all territory east of the Alleghanies and in Canada), which became a very conservative body, as one of its fundamental laws provided that no locality should be compelled to go on strike without its own consent—in other words, each "branch" was to be the arbiter of its own affairs. No strike could be legalized without the unanimous vote of the Grand League at a regular or special meeting. Under the Improved League a strike could be ordered by the Manager with the consent of four-fifths of the Executive Committee.

The League in 1882 made permanent the summer rule, and also adopted a law prohibiting more than two new apprentices per year to a factory—regulations which have since prevailed; and during the following three years the practice of settling disputes by means of committees became universal after a struggle of two decades.

At the session of July, 1886, it was resolved to follow the example of the western division (D. A. 143), and become a district assembly of the Knights of Labor (D. A. 149), and to reorganize the branches into local assemblies. At this meeting the question of further limiting the number of apprentices, which had been agitated during the previous year, was taken up, and the following resolution sent up by Branch No. 10, Philadelphia, was adopted by a vote of 40 to 23:

"WHEREAS, The rapid increase in the number of journeymen in the trade has became so great under the apprentice system (which allows two for each furnace) as to create a large surplus of workmen; and, whereas, this system has engendered a tendency to create and foster scab houses, which are a standing menace to the stability and permanent security of our trade; and, whereas, we believe that the continuance of this system will ultimately result in the complete destruction of the trade if not abated; therefore,

"*Resolved*, That manufacturers shall not be permitted to take any apprentices for, or during the blast of 1886 and 1887, and their compliance with this law shall be rigidly enforced."

But soon after the adjournment it became evident that the manufacturers would make a determined resistance to all this,

especially as the vote in connection showed the workmen themselves to be divided on the expediency of the proposed change in the apprenticeship rule; and at a conference held between the Executive Board of D. A. 149, and a committee of the Manufacturers' Association, a compromise of one apprentice to a factory and five per cent. reduction in wages was actually agreed upon. It was rejected, nevertheless, at a meeting of blowers held at Camden, on August 24; consequently the members did not go to work, as usual, on September 1, and a strike ensued, lasting from one to two months in the different New Jersey factories. In the end, nearly all the members of the branches in this State accepted the manufacturers' terms, and during the blast worked under a five per cent. reduction in wages and the two-apprenticeship rule. As this action was condemned in November by D. A. 149, most of the New Jersey blowers severed their connection with it and reorganized the old Glassblowers' League, under the name of the "Green Hollowware Glass Workers' League of U. S." or G. G. W. L. At the close of the year it had sixteen branches, with 781 members, the balance of the organized blowers still retaining their allegiance to D. A. 149, which, nevertheless, has practically no constituency at present here. In New Jersey apprentices serve five years, two new ones, under the present condition of affairs, being allowed each year.

Any journeyman glass worker (blower) is eligible to membership in the branches of the League, which has "for its object the thorough organization of the green glass workers, for the purpose of securing unity of action in maintaining their rights and promoting their interests, and shall have power to make laws for the government of its members, adopt price list, regulate wages and hours of labor, decide all disputes which may arise between members or branches (in case of appeal), or between branches and manufacturers, and in general determine and decide upon all matters which shall be for the general good of the trade."

Some of the other regulations are:

"Any member who shall habitually lose time or neglect his work on account of drink, or who shall accept or apply for work in any factory under the ban of the League, or for a less rate of wages than that established by the G. L., or who shall

expose any of the secrets of the League to its injury, or who shall refuse to obey the officers of the League when in the discharge of their duties, shall, upon trial and conviction, be adjudged guilty of a misdemeanor, and punished in accordance with the decision of the branch where he is tried. * * *

"No foreign blower shall be allowed to work in any factory under the jurisdiction of the League without permission of the President of the G. L., and in case of admission, shall pay an initiation fee of $20."

In 1877 the blowers connected with the flint glass industry formed a separate organization of their own, under the name of the "AMERICAN FLINT GLASS WORKERS' UNION," whose object is to bring all eligible members into the order, "so that they may form one compact body for the defense of their rights, protection of their interests, and the elevation of the mechanic to the standing he is justly entitled to. * * To create a co-operative spirit among those whose interests are alike, thereby enabling them to act promptly upon any matter that may affect their interests."

Members must refuse, when practicable, to work in connection with non-union men. No members, except those in the "prescription branch," are allowed to work on Saturdays after twelve o'clock, or to make more than eleven "turns" per week. An engraver while working on ordinary run of patterns is restricted to earning $21 per week in wages. Overwork is not permitted. All local unions are governed "by the modes, prices and systems of work" adopted annually by the national Union. "All foreigners are taxed $100 as an initiation fee, one-third to go to the local union and two-thirds to the national strike fund."

Apprentices must be indentured for four years and be taught the trade fully in all its branches; and their number is restricted in the respective branches.

Each local is required to establish a labor bureau, of three or more members, whose duty it is "to procure employment for those that are worthy of it"—a practice which is observed by many other organizations.

The members of the BOHEMIAN GLASSBLOWERS' LEAGUE, comparatively young in years and limited in membership,* must use all honorable exertions to secure employment for those out of work,

*Organized in 1881, and has but one branch in New Jersey, at Millville.

but no one "shall render any assistance or loan his tools to any workman who persistently refuses to become a member, or who refuses to pay up his arrears, or uses his influence to disorganize his fellow workmen;" and suitable punishment, extending to expulsion, is also visited upon a member "known to go to his work drunk, or to act in any manner that will bring reproach upon the League or its members." Such provisions are common in all trades-union regulations, but especially among the glassworkers. This organization has no apprenticeship regulations or any other "rules for working."

With the WINDOW GLASS WORKERS the term of apprenticeship is three years; and the number of apprentices is also limited. Blowers are forbidden to work during July and August; and it is also provided in the by-laws of L. A. 300, that: "The amount of glass produced per blower or pot shall be, for single strength blower or pot, 48 (100 ft.) boxes per week; for double strength blower or pot, 30 (100 ft.) boxes per week, to be counted in settlements of four weeks. * * * No blower or gatherer shall work faster than at the rate of nine rollers per hour, excepting in case of rollers falling off or pipes breaking." Secrecy in respect to wages is also enjoined on members of this assembly, which is composed of blowers, gatherers, flatteners and cutters, and was instituted in 1879, under a special dispensation of the General Assembly of the Knights of Labor, as "Window Glass Workers' Local Assembly No. 300." A few years before that time, the skilled workers in this trade had been organized into separate K. of L. assemblies, but not thoroughly. In New Jersey they mostly belonged to mixed locals. Since their organization into a single local of the Knights of Labor, these workmen have gained many advantages, not the least of them being the abolition of the store-pay or truck system—an annoyance which had prevailed at all the New Jersey glass factories in its worst form till 1880, when the "act for the better securing of wages to workmen and laborers" was passed by our Legislature. Then the assembly demanded cash payments of wages to the extent of at least $12 per week, and succeeded in doing away entirely with the odious truck practice. In 1881 an

unsuccessful attempt was made to break up the organization by the manufacturers of this State, who imported a full set of Belgian workers, who after a year's trial were discharged and the old hands re-employed. At present the most harmonious relations exist between employers and employed: the former, in conjunction with the officers of the assembly, settling all questions of dispute, and the workmen obtaining a fair rate of wages.

THE CIGAR MAKERS' INTERNATIONAL UNION OF AMERICA is one of the most powerful of our trades unions. Its actual membership at present is in the neighborhood of 23,000, comprised in 259 local unions. The growth has been particularly noticeable within the past two or three years. Ten years ago there were only 17 local unions in existence, although the organization had become national in 1864, and international (United States and Canada) in 1867. In our State it is fairly strong, numbering 5 locals with a membership of 487.

"No one will dispute," it is asserted in the preamble to the international constitution, "the beneficial results attendant upon harmonious and intelligent action; and it is imperatively the duty of man to do all in his power to secure thorough organization and unity of action. In the performance of that duty we have formed the Cigar Makers' International Union of America, with a view to securing the organization of every cigar maker, for the purpose of elevating the material, moral and intellectual welfare of the craft by the following means:

"1. By gratuitously furnishing employment.

"2. By mutual pecuniary aid in case of strikes and lock-outs, sickness or death.

"3. By advancing money for traveling.

"4. By defending members involved in legal difficulties consequent upon the discharge of their official duties to the Union.

"5. By the issuing of a trade journal defending the interests of the Union of the trade.

"6. By using all honorable means to effect a national federation of trades unions.

"7. By using all honorable means to secure, first, the prohibition of child labor under fourteen years of age; the establishment of a normal day's labor to consist of not more than eight hours per day for all classes; the abolition of the truck system, tenement house cigar manufacture, and the system of letting out by contract the convict labor in prisons and reformatory institutions; the legalization of trades unions and the establishment of bureaus of labor statistics."

One of the notable protective methods of this organization is the blue or "union label," which it is compulsory to place on all cigars made by its members. This practice of adopting a trade-mark for union-made goods is now coming into general use—in fact, so much so, that manufactured products without a label are looked at with suspicion by all organized workers and more or less boycotted as "scab"-made. The Knights of Labor have extensively adopted this feature of advertising articles made by members of the order, which has not only adopted a trade-mark for general use, but has endorsed those of many distinct trades organized under its protection, for example: the hatters', canmakers', trunkmakers', glove makers', file and rasp makers', coopers', shirt makers' and cigarmakers' labels.* These are all advertised weekly in the official organ, the *Journal of United Labor*.

All persons engaged in the cigar industry are eligible to membership in the International Union. Each local union has power to regulate the number of apprentices under its jurisdiction, but they must serve three years. It has also power to regulate the hours of labor in its respective locality, "but in no case," provides a law of the general convention of 1885, "shall they exceed eight hours per day on and after May 1, 1886"—a mandate which has generally been enforced in the trade under the jurisdiction of the International. "It had a tendency," stated the president in his address before the 1887 convention, "to reduce the hours of excessive toil of thousands of workingmen and women. The movement so auspiciously begun should be encouraged and continued with all the energy at our command. I am most emphatically opposed to amending our laws governing the hours of labor. We cannot afford to retreat, nor can we afford, as the most advanced trades organization in the country, to discourage the general movement for shorter hours by acknowledging that after a trial of seventeen months the eight-hour system proved a failure. In Australia, where the eight-hour movement is the oldest, and of larger dimensions than in any other country, in comparison to the inhabitants, the average wages paid are higher than in the United States. The theory that shorter hours mean higher wages in the long run finds there a practical illustration."

*The latter is in opposition to the International Cigarmakers' Union label.

THE INTERNATIONAL TYPOGRAPHICAL UNION, to which compositors, pressmen, feeders, stereotypers and proof-readers are admitted, dates back to the decade preceding the civil war, to 1850, when a national convention of journeymen printers met in New York. But a permanent organization was not effected until two years later, and its international character began in 1869, when the Canadian printers were admitted. It is our oldest existing general trades-union, and at present has a membership of upwards of 22,000. In New Jersey there are only 4 local unions, with 320 members. The Trenton Typographical Union, No. 71, organized in 1864, was the pioneer in this State, and was followed three years later by the Newark Union, No. 103. Both are in a flourishing condition, and have accomplished the main object of their organization—"the maintenance of a fair rate of wages." "Equal wages," commands one of the general laws, "shall be paid for the same work to both sexes employed in any union office in the jurisdiction of any subordinate union." The other aims of this body are "the encouragement of good workmen, and to use every honorable means which may tend to the elevation of printers in the social scale of life." Subordinate unions must, wherever practicable, endeavor to introduce the system of indenturing apprentices, whose term of service shall not be less than five years, beginning at the age of fifteen.

The obligation which is required to be taken by members presented for initiation is as follows, and does not substantially differ from that which obtains in similar trade societies:

"I hereby solemnly and sincerely swear [or affirm], that I will not reveal any business or proceedings of any meeting of this union, or any other subordinate union to which I may hereafter be attached, unless by order of the union, except to those whom I know to be members in good standing thereof; that I will, without equivocation or evasion, and to the best of my ability, abide by the constitution, by-laws and the adopted scale of prices; that I will, at all times, abide by the decisions of the majority, and use all honorable means within my power to procure employment for printers of any union working under the jurisdiction of the International Typographical Union in preference to others; that my fidelity to the Union and my duties to the members thereof shall in no case be interfered with or trenched upon by any allegiance that I may now or hereafter owe to any other organization, social, political or religious, secret or otherwise; that I will belong to no society or combination composed wholly or partly of printers with intent or purpose to interfere with the trade regulations, or influence or control the legislation of this Union; that I

will not wrong a brother member, or see him or her wronged, if in my power to prevent. To all of which I pledge my most sacred honor."

The German-American printers in the United States are organized into a national federation, called the GERMAN-AMERICAN TYPOGRAPHIA, and into local unions, or typographia, which at the end of June, 1887, numbered 19, with a total membership of 1,023; there being only one branch in our State, No. 8 of Newark, with a membership of 64. Any male or female compositor versed in the German language and recommended by the examining commission of a branch union is eligible to membership. The object of this union, which considers itself "a disciplined little army," is the financial and intellectual improvement of its members by all available means, but chiefly by obtaining and maintaining a scale of prices, and thus elevate and promote their calling; the regulation and improvement of the apprenticeship system; union with other trade organizations, so as to obtain, by way of political activity, laws for the protection of labor and the abrogation of those detrimental to it; supporting members in case of sickness or when unable to obtain work, or when on strike, and granting assistance on the death of a member's wife, or to the representatives of a deceased member; aid in the event of starting co-operative printing offices*; collecting libraries and providing for instruction by scientific and technical lectures, and discussion generally of the labor question; a close union of members in all conditions and dangers of their trade.

"It is the duty of each member," cautions the constitution, "to see to it that no apprentice is employed who is under fourteen years of age or who is deficient in education; also, that he receives full union prices after having served four years as an apprentice and become efficient in the trade; such apprentices shall be entitled to the free use of the library. The members are requested to acquaint the apprentices with the benefits offered by the union, and induce them to become members as soon as they have reached the proper age and efficiency.

"Each office is entitled to one apprentice. Other apprentices may be employed in the following ratio to the number of employes:

* "Foederung, eventuell Errichtung von Associations-Druckereien."

For each 6 to 10 hands, 2 apprentices; for 11 to 15 hands, 3 apprentices, etc.

"An apprentice who has worked at least two years in a union office should be induced to visit the meetings of the union. A certificate signed by two members entitles him to admittance."

There are three organizations of carpenters in this country: THE AMALGAMATED SOCIETY, a British association with limited membership in the United States; the UNITED ORDER OF AMERICAN CARPENTERS AND JOINERS, which was organized fifteen years ago, and is older, but much smaller in members than the Brotherhood.*

THE BROTHERHOOD OF CARPENTERS AND JOINERS started on August 12, 1881, with 12 local unions and 2,042 members. It is now numerically the strongest American trades union, comprising in August, 1887, 306 local unions, with an aggregate of 41,700 members, although the membership "in good standing" footed up not more than 25,466. Even that was larger than the Amalgamated Society, which has been in existence twenty-seven years, but has no lodges in New Jersey. "It may be of interest to know," observes the General Secretary in his seventh annual report, "that our 306 local unions cover every State and Territory in the United States and Dominion of Canada, and are located in 251 cities. Of these 306 local unions, 25 of them transact their business in the German language, 2 in French, 2 in Scandinavian, 2 in Bohemian and 1 in Polish; 11 are located in Canada, with 587 members; 19 are on the Pacific Coast (17 of these being in California, with 2,187 members); 49 are in the Southern States (11 of these Southern unions being composed exclusively of colored men); 43 unions are located in New England, 68 in the Middle States, and 116 are in the Western States."

The intentions of the Brotherhood are to rescue the "trade from the low level to which it has fallen, and by mutual effort to place ourselves on a foundation sufficiently strong to prevent further encroachments." To effect this, its purpose is "to discourage piecework, to re-establish an apprenticeship system, to encourage a higher standard of skill, to cultivate feelings of friendship among

* There is a movement to consolidate the latter two unions.

the men of the craft, to assist each other to secure employment, to reduce the hours of daily labor, to secure adequate pay for our work, to furnish aid in cases of death or permanent disability, and by legal and proper means to elevate the moral, intellectual and social condition of all our members."

The last General Convention, which meets biennially, warned the local unions to "refrain from the indiscriminate and careless use of the words 'scab' and 'boycott' as far as practicable;" and it was of the opinion, "that the interests of all classes of labor are identical, regardless of occupation, nationality, religion or color, for a wrong done to one is a wrong done to all." And further: "We hold a reduction of hours for a day's work increases the intelligence and happiness of the laborer, and also increases the demand for labor, and the price of a day's work; and we object to prison contract labor, because it puts the criminal in competition with honorable labor for the purpose of cutting down wages, and also because it helps to overstock the labor market."

"The Brotherhood desires uniform lien laws throughout the United States and Canada, making a mechanic's lien the first mortgage on real estate to secure the wages of labor first, and of material second. Its general laws require members to demand weekly payments when practicable, prohibit them from using work manufactured by convicts, or in any place "where cheap labor prevails," and strictly forbid piece work, which is defined to be "work done under sub-contract, where work is not done by the day, or where a sub-contract is taken from a builder or contractor, and where the building material is furnished by the builder or contractor, and the work is simply done for a certain price." But members "who work for a sub-contractor or stair-builder by the day and receive union wages shall not be considered piece-workers."

Under instructions of the General Convention the General Executive Board, at Philadelphia, on February 26, 1887, adopted the following provisions in relation to apprentices:

"WHEREAS, The rapid influx of unskilled and incompetent men in the carpentry trade has had, of late years, a very depressing and injurious effect upon the mechanics in the business, and has a tendency to degrade the standard of skill and to give no encouragement to young men to become apprentices and to master the trade

thoroughly; therefore, in the best interests of the craft, we declare ourselves in favor of the following rules:

"The indenturing of apprentices is the best means calculated to give that efficiency which it is desirable a carpenter should possess, and also to give the necessary guarantee to the employers that some return will be made to them for a proper effort to turn out competent workmen; therefore we direct that all local unions under our jurisdiction shall use every possible means, whenever practical, to introduce the system of indenturing apprentices.

"Any boy or person hereafter engaging himself to learn the trade of carpentry shall be required to serve a regular apprenticeship of four consecutive years, and shall not be considered a journeyman unless he has complied with this rule, and is twenty-one years of age at the completion of his apprenticeship.

"All boys entering the carpentry trade with the intention of learning the business shall be held by agreement, indenture or written contract for a term of four years.

"When a boy shall have contracted with an employer to serve a certain term of years, he shall on no pretence whatever leave said employer and contract with another, without the full and free consent of said first employer, unless there is just cause or such change is made in consequence of the death or relinquishment of business by the first employer; any apprentice so leaving shall not be permitted to work under the jurisdiction of any local union in our Brotherhood, but shall be required to return to his employer and serve out his apprenticeship.

"It is enjoined upon each local union to make regulations limiting the number of apprentices to be employed in each shop or mill to one for such number of journeymen as may seem to them just; and all unions are recommended to admit to membership apprentices in the last year of their apprenticeship, without the privilege of voting and exempt from the payment of dues for that year, to the end that, upon the expiration of their terms of apprenticeship, they may become acquainted with the workings of the union and be better fitted to appreciate its privileges and obligations upon assuming full membership."

THE BRICKLAYERS' AND MASONS' INTERNATIONAL UNION OF AMERICA, so far as the general organization is concerned, is purely protective, the subordinate unions providing for local benefits. It was founded in 1865, and has a considerable membership, although not so large as that of the Carpenters' Brotherhood; and it is, apparently, a far less conservative organization if it is to be gauged by the "preamble" to the general constitution. But these platforms and declarations of principles must all be accepted with a good many grains of salt. This preamble, which does not appear in the printed local constitutions, and is not of recent adoption, reads:

"Whereas, capital has assumed to itself the right to own and control labor for the accomplishment of its own greedy and selfish ends, regardless of the laws of nature

and nature's God; and, whereas, experience has demonstrated the utility of concentrated efforts in arriving at specific ends, and it is an evident fact that if the dignity of the labor is to be preserved it must be done by our united action; and, whereas, believing the truth of the following maxims: that they who would free themselves must strike the first blow, that in union there is strength, and self-preservation is the first law of nature—we hold the justice and truth of the principle that merit makes the man; and we firmly believe that industry, sobriety and a proper regard for the welfare of our fellow men form the basis upon which the principle rests; we, therefore, recognize no rule of action or principle that would elevate wealth above industry or the professional man above the workingman. We recognize no distinction in society, except those based upon worth, usefulness and good order; and no superiority except that granted by the Great Architect of our existence; and, calling upon God to witness the rectitude of our intentions, we, the delegates, etc."

There is more or less diversity in the local constitutions and by-laws. The object of association generally is stated to be "to obtain by legal means a fair remuneration for our labor and to assist each other in procuring it." In Camden the members aim at "securing concert of action in whatever they may regard as beneficial to their united interest." Employes carrying on bricklaying, plastering and masonry, are restricted to two apprentices, who must serve three years and must have a written discharge if they desire to change masters. In Camden this number of apprentices may be increased to four by consent of two-thirds of the union, which also provides an apprentices' register in which the secretary is required to record their names and ages and date and term of apprenticeship. As a rule it is prohibited, under penalty of a fine, to work with non-union journeymen or for less than the standard wages. These prohibitions are also operative with the Plasterers' Union of Camden, which is the only local in the State belonging to the international organization of that name. In the latter association piece work, except for lathers, is not allowed. The number of apprentices is limited to two to each employer. They must be registered.

THE BROTHERHOOD OF PAINTERS AND DECORATORS OF AMERICA was only organized in May, 1887. Its constitution is modeled after that of the Brotherhood of Carpenters, and the declaration of its objects as well as its "preamble" is taken bodily from that of the latter—a practice which is by no means rare, and gives force

to our caution, made above, that it is as well not to interpret the language of these documents too literally. This preamble is as follows:

"In this great age of progress and civilization the universal tendency is towards organization and combination. The wealthy capitalists, combined and consolidated, monopolize and control the wealth of the world, while the rapid concentration of wealth and power in the hands of the moneyed classes has had an extremely injurious effect upon all branches of honorable toil. And in this respect none have suffered greater depression than the painters and decorators of America.

"Year by year our craft has been reduced from its rightful position among mechanical callings. Our wages are much lower than in other trades, requiring no greater proportionate share of skill or manual effort. And for want of a strict apprentice system, and through lack of union among the painters, the trade literally swarms with unskilled men. Unfair and unscrupulous employers have introduced various illegitimate practices that are at once a discredit and a reproach; while everywhere in the blind, senseless competition for work cheapness has almost become the prevalent rule, to the detriment alike of employers and journeymen, to the injury of the public, and to the ruin and degradation of the trade.

"Now, this condition of affairs demands our most earnest attention.

"Shall we willingly permit our craft to sink lower and lower until it is beyond all possible hope of redemption?

"Are we not entitled to a just equivalent—a fair remuneration—for our labor to meet the daily wants of ourselves and families, and make proper provision for sickness and old age?

"It is evident that to protect ourselves we must combine. There is no hope for us except in unity and organization. We must form a union broad enough to embrace every competent painter and decorator in America—one that will protect every man in his labor and his wages. 'Single handed we can accomplish nothing; but united there is no power of wrong we may not openly defy.'

"Therefore, it is imperatively the duty of every painter and decorator to do all in his power to secure thorough organization and unity of action among the men of the trade. In obedience to that duty, and to accomplish the objects set forth in this constitution, we have formed the Brotherhood of Painters and Decorators of America."

The most radical of these "declarations of principles" is that of the TAILORS' PROGRESSIVE UNION OF AMERICA: "The working people, though being the creators of all wealth, are in every sense of the word unfree, economically and politically. * * Every improvement in the means of production does away with a number of human hands, and annually the army of the unemployed is on the increase, thereby decreasing the demands for the means of life on the part of the laboring classes. * * * The capitalistic

class, by its wealth, owns all legislation; its privileges are guaranteed by law. * * The battle cry of the laboring class must be 'Cut loose from the present political parties; elect none but workmen to the Legislature,'" etc., etc. But the means by which the Union strives "to advance the material welfare of all men and women employed in the tailoring trade," have a much more common-sense ring: Obtaining equal pay for men and women for the same services rendered, finding employment free of charge, granting pecuniary assistance for protection and provident purposes and agitating for legislation against child labor (boys under 14 and girls under 16), and tenement house, convict contract and night labor, as well as for eight-hour day, factory inspection and employers' unlimited liability laws.

Apparently, the least aggressive of these bodies of organized workingmen are the Locomotive Brotherhoods and Railroad Brakemen. The purpose of the GRAND INTERNATIONAL BROTHERHOOD OF LOCOMOTIVE ENGINEERS is stated to be the "more effectually to combine the interests of locomotive engineers, to elevate their standing as such and their character as men." But "the influence of the Brotherhood, as a body, shall never be enlisted in favor of any political or religious organization whatever, and no political or religious discussion shall ever be permitted at any meeting of any division"—prohibitions in force in the majority of trades unions. "Protection, charity, sobriety and industry" is the motto of the BROTHERHOOD OF LOCOMOTIVE FIREMEN, whose preamble sets forth that "the interests of our members and their employers being identical, we recognize the necessity of co-operation, and it is the aim of the Brotherhood to cultivate a spirit of harmony between them upon a basis of mutual justice." To the same effect the BROTHERHOOD OF RAILROAD BRAKEMEN, about which the Grand Secretary writes: "No strikes are engaged in by the Brotherhood. Brakemen have struck from time to time with more or less success, but the Brotherhood had nothing to do with that." The benefit or insurance aims of these organizations are the most prominent. These are considered elsewhere. Expulsion is the penalty visited on members guilty of gross drunkenness or engaged in the liquor

traffic, and the Firemen go still further in providing that "any lodge holding a picnic, ball or other entertainment and permitting intoxicating liquors to be sold on the premises shall be guilty of violating the principles of the order, and upon conviction its charter shall be revoked."

The independent but well-organized "JOURNEYMEN (BROWN) STONE CUTTERS' ASSOCIATION OF NEWARK, ORANGE, BLOOMFIELD, AVONDALE AND THEIR VICINITIES," "sees with no little surprise the alarmingly rapid concentration of capital and the giant-like power of monopolies combining to obstruct the natural progress of labor to its proper level." A committee consults with employers concerning a rise or fall of wages, and the association recognizes any employer willing to conform to its laws. Otherwise, he is "firmly discountenanced." It will not sanction the introduction of cut stone from any State prison, nor allow any ornamental work of any kind to be taken from one yard to another, or to any other place, to be cut or finished. A member must work for the standard wages and in fair shops, and live up to all the association regulations. Otherwise "he shall be denounced as an inveterate scab." This means a heavy fine or expulsion. "Should any scab desire a hearing he shall pay into the association the sum of $6.50 before the hearing is allowed him." No firm is permitted to employ more than four apprentices, and only those who are indentured for at least a four-years' term. They must be seventeen years old at the beginning of their apprenticeship. The union will not "assent to any member having his son or other persons apprenticed to himself."

The NATIONAL ASSOCIATION OF STATIONARY ENGINEERS, composed of American citizens only, is a recently formed trades union, whose purposes are educational, beneficiary, and protective in so far as it aims to secure a proper inspection of boilers and engines and the licensing of stationary engineers in order to lessen the constantly recurring explosions and loss of life caused by defective boilers or incompetent employes. It is a different association, and somewhat opposed to the "eccentric" stationary engineers who are organ

ized in trade local assemblies under the Knights of Labor. There is a third organization, and the youngest, the AMERICAN ORDER OF STEAM ENGINEERS, which takes in stationary, marine, locomotive, fire department, water works and ice machine engineers. It was founded in April, 1887, and is incorporated. It has a Supreme Council and State and subordinate councils, of the latter there now being eight. "Believing that time will bring its full value in this country," begins its declaration of principles, "this order shall at no time take part in strikes or interfere in any way between employer and employes. Recognizing their identity of interests, it shall at no time take part in any project that will interfere with perfect harmony between them. Neither shall it be used for political or religious purposes." Its objects are: To promote a more thorough knowledge in its members of theoretical and practical steam engineering; to assist members to obtain employment; to help the sick, injured and distressed, and bury the dead; to establish a widows' and orphans' fund; to help members incapacitated from following the profession to obtain other employment; to do the utmost to extend the license law. Candidates for admission must be citizens of the United States, of good moral character and physically sound.

The tendency to centralization in the American labor movement is seen not only in the organization of the order of the Knights of Labor with its local, district and General Assembly, but also in the "federation" of the independent trades unions into local, State and national organizations. In New Jersey, besides the annual Labor Congress, started in 1879, and of which something more will be said further on, there are the New Jersey Trades Assembly of Essex county, the Central Labor Club of Orange, and the Hudson and Passaic county Trades Assemblies. All these are merely representative bodies, whose constituents are the local trades unions or other subordinate "*bona fide* labor organizations," as it is expressed in the constitution of the NEW JERSEY TRADES ASSEMBLY, above mentioned, which in its organization and ends is similar to other associations of the kind. Its purpose is "the organization and elevation of the working people, so that they may enjoy the

full fruits of the wealth they produce." No political matter is to be brought before it, "save that concerning labor interests directly"—a proviso which admits of a very liberal interpretation, as the history of this body has proved. In addition to other officers, it has an arbitration committee of five, which is its legal representative between employe and employer. All strikes, lockouts and other disputes are referred to it. Its members receive thirty cents per hour, when on duty, from the respective organizations interested.

Many of our organizations are also connected with the "AMERICAN FEDERATION OF LABOR," which was organized in 1886, and is a successor to the "Federation of Organized Trades and Labor Unions of the United States and Canada," founded in 1880. Its objects are:

"The encouragement and formation of local trades and labor unions, and the closer federation of such societies through the organization of central trades and labor unions in every city, and the further combination of such bodies into State, territorial, or provincial organizations, to secure legislation in the interests of the working masses.

"The establishment of national and international trades unions, based upon a strict recognition of the autonomy of each trade, and the promotion and advancement of such bodies.

"An American federation of all national and international trades unions, to aid and assist each other; and, furthermore, to secure national legislation in the interests of the working people, and influence public opinion, by peaceful and legal methods, in favor of organized labor.

"To aid and encourage the labor press of America."

Prior to 1880 no organized effort had been made by the wage workers of New Jersey to influence legislation in their interest. Numerous petitions asking for the prohibition of the truck system and the abolition of contract convict labor had for years made their appearance in our Legislature, but as they were the isolated efforts of individuals or of a few interested trades unions they had little practical effect, with one exception. This exception was the success of the New Jersey hatters in 1878 in preventing the manufacture of silk and felt hats in our State Prison. And as for the truck system, all the acts to make it unlawful were patterned after that of 1864: they were illusive. The proposed organization of a "LABOR

CONGRESS" to discuss and formulate measures in their interests to be presented to the Legislature, and to adopt means to make the power of organized labor more effective politically, met, therefore, with considerable favor among the New Jersey workingmen. It came together on the first Monday in October, 1879, at New Brunswick, where the subjects of contract convict and child labor, as well as the odious practice of paying wages in store trade, then prevalent in one-half the counties of the State, were thoroughly discussed; and it was resolved rigorously to push Legislative acts looking to relief from these burdens. At this session was also adopted the system, since followed out annually, of interrogating Legislative candidates respecting their views on proposed labor legislation, and of recommending workingmen to defeat at the polls those who refused to pledge their votes—as Senators or Assemblymen—to such legislation.

Since its first meeting this convention of delegates from *bona fide* labor organizations has come together in yearly session. It has exerted a wholesome influence on the State Legislature and others in authority, most of the labor legislation enacted during the past seven years being largely due to this labor congress, which has been represented at Trenton by a Legislative Committee, whose duties were defined at the gathering in 1883, when a constitution was finally adopted. The name of the congress was then changed to that of the "Federation of Trade and Labor Unions of New Jersey," each being entitled to three delegates. It was also made compulsory for each organization represented to pay a per capita tax based on its membership. Previous to the adoption of the constitution the annual meetings had simply been a convention of delegates, representing workingmen's organizations. The congress now assumed the character of a central body with enlarged powers and aims not originally contemplated. The objects were stated to be:

"The encouragement and formation of trades and labor unions.

"The encouragement and formation of amalgamated local trade or labor councils.

"The promotion of State, national and international trades and labor union alliance.

"To secure State and national legislation favorable to the interests of the wage-working classes."

On May 16, 1887, by the co-operation of the Paterson Board of Trade and District Assembly 100, K. of L., a Board of Arbitration was formed. Two cases of employes, claiming to be wrongfully discharged, have been brought before this board, up to October, 1887, and decided in favor of the employes, who were reinstated by their employers. The by-laws of this "Board of Arbitration of Paterson" provide as follows:*

"Fundamental principles: arbitration; the right of the manufacturer to employ and discharge his employes.

"If a person discharged claims that he is discharged because he is an active member of the K. of L., or any other workingmen's organization, on specifying his cause or causes of complaint in writing, he may bring the matter directly before the Board of Arbitration for a hearing. If the Committee on Arbitration decides the person is discharged without just cause, the committee shall have power to reinstate him and award him compensation for his enforced idleness pending decision.

"Pending the discussion and decision of difference or dispute, there shall be no lock-out, strike, stoppage or cessation of work by either employer or employes.

"The Joint Committee on Arbitration shall meet at such time and place as may hereafter be agreed upon. No complaint shall be considered, unless stated in writing and the causes of complaint specified and signed by the complainant. All the costs and expenses incurred in the settlement of difficulties between employers and employes, which are submitted to this Board of Arbitration shall be borne in equal shares by both parties in interest alike.

"All causes of complaint between either employer or employe shall be submitted in writing within one week from the date of grievance, otherwise the party failing to do so shall be debarred from the privilege of submitting the grievance to this Arbitration Board.

"In the event of a misunderstanding arising between a manufacturer and his employes in the city of Paterson, requiring arbitration, the case may be submitted in accordance with the requirements of the By-Laws to a board consisting of two members chosen from each side, which, together with the permanent chairman elected by the joint committee, shall constitute a body whose judgment shall be final in all cases.

"In the event of a desire on the part of either the manufacturer or his employes to submit any question of misunderstanding or dispute to the Board of Arbitration for adjustment, the following plan is suggested:

"Both parties interested will notify the standing chairman of a wish to do so, in writing, naming at same time the person whom they desire to have serve as a special committee on the case."

* An exact copy.

PART III.

BENEFIT FEATURES AND STRIKE REGULATIONS OF OUR LABOR ORGANIZATIONS.

BENEFIT FEATURES AND STRIKE REGULATIONS OF OUR LABOR ORGANIZATIONS.

With the development of labor organizations comes conservatism: their aggressive character gives way to a defensive and provident policy. This is the history of English trades unions, which are distinguished at the present time, not by the number of successful and unsuccessful industrial disputes in which they have been involved, but because they are endeavoring "to do all that can be done to better in every way the condition of their members": by their educational influence, and especially their benevolent features—provisions for paying benefits to the unemployed, sick and superannuated—agencies for providing for the proverbial rainy day, and as such act most efficiently as safeguards against social tumult. The same process is going on here, notwithstanding that the events of the past two years seem to point in a contrary direction—an abnormal condition of things easily accounted for in more ways than one. It has taken over half a century to build up English trades-unionism as now conducted, while the first stages in the development of the American labor movement hardly have been passed. Yet, as will be seen below, there is a strong tendency, so far as the published rules are concerned, to favor settlement of disputes by arbitration, and to establish relief funds or benevolent annexes, which are already becoming a marked characteristic of our trade societies, and this in spite of the fact that the many mutual aid associations, which are very common in this country, and are independent of trade connections, attract a large number of the better situated working-men, more so than the independent English "friendly societies." A further advantage of the English unions, which the American organizations until recently did not possess, is their large and compact membership, without which these insurance schemes become impracticable.

On the other hand our benefit systems, with some exceptions, are conducted on a much sounder plan—that of assessments and the separation of the insurance and regular trade organization departments, membership in the former not being compulsory. In England benevolent or "friendly society" features were originally tacked on as a subterfuge to escape the legal prohibition against the existence of trades unions. The consequence has been the fusion of the various funds in many of them and the payment of benefits out of the regular dues, which, though large compared with those prevailing in this country, ought, "according to the principles by which the proceedings of ordinary insurance companies are regulated to be three or four times heavier still, in order to provide duly for the allowances which these associations are pledged to make for the support of sick and superannuated, and for the burial of deceased members, etc."* These insurance systems, therefore, have been generally condemned as based upon false principles, for, when the unions have outgrown their immaturity and there has been time for many members to become superannuated, the strain on their resources will be more than they can bear—a warning which it will pay some of our similarly situated organizations to heed.

As stated in the preceding part of this report, in addition to the other statistical information there tabulated from the New Jersey labor organizations, an effort was made to obtain replies to the following inquiry: "Do you maintain a separate fund to assist members in case of sickness, accident or when out of work, and do you provide funeral benefits?" Excluding the Order of Railway Conductors, which has four lodges in this State, but at present is nothing more than a mutual insurance concern and not a protective association, 93 of the 158 trades unions, either as independent associations or branches of a national organization, have benefit features. So do 20 of the 231 Knights of Labor assemblies; but in these, the local relief funds are distinct from the recently organized general insurance department of the order. All these benefits are largely confined to paying funeral expenses of a member or his

* Thornton, Trant and nearly all other writers on this subject. See statistics of English benefits at the close of this chapter.

wife and to providing for the sick and destitute. Some have life and accident insurance systems in force, and a few make provision for traveling benefits and tool insurance. It goes without saying that the strike benefit obtains in all, although this may not be regulated or even mentioned in the published constitutions; and almost without exception distressed or unfortunate members are relieved locally, by voluntary effort. Out-of-work benefits are rare, and so is any superannuation provision.

In the following pages is given such information concerning the benefit features and strike regulations of many local and national unions as has been obtainable either from the published reports and laws or by personal inquiry from the local officers. In the latter cases the figures given are hardly more than estimates, for the records of most local organizations, not supervised by a central authority, are either not kept at all or very carelessly—a matter in which there is great need of reform.

The glass workers' associations are the Flint Glass Workers' Union, the Green Glass Blowers' League (Eastern Division), Green Glass Blowers' district assemblies of K. of L., No. 143 (Western Division), and D. 149 (Eastern Division), and Window Glass Workers' Local Assembly, No. 300, K. of L. The unskilled workmen in glass factories are either unorganized or belong to the "mixed assemblies" of the Knights of Labor.

None of these associations, as organizations, have beneficial funds, from which to pay sick, accident, funeral or traveling benefits. In fact, the latest revised constitution of the G. G. W. L., or GREEN HOLLOWWARE GLASS WORKERS' LEAGUE OF THE UNITED STATES,* provides on this point:

"Each member shall pay into the treasury of his branch, as dues, such sums as the by-laws of his branch shall specify; and the branch shall have power to levy an extra assessment at any time to provide for the current expenses, in case the monthly dues shall prove insufficient. But the branch shall not have power to assess members for the aid or maintenance of unemployed members, or any blowers who may be traveling in search of employment, or

* The old name was Druggist Glassblowers' League, Eastern Division (D. G. B. L., E. D.)

for the burial of indigent deceased members * * *. The Grand League or Advisory Board shall have power to levy assessments (not to exceed ten per cent. of the earnings of the members) for any purpose which they shall consider necessary for the promotion or protection of the interests, welfare, honor and prosperity of the trade." Under the constitution of 1871 a "funeral aid" was instituted. This consisted of an assessment of one dollar per member, which was paid "to the widow of the deceased, and if no widow, then to his legal representatives." But this provision was in force only a few years. The Western League allows "each branch to make such funeral aid as it may think proper."

Most of the skilled glass workers belong to benevolent societies, which, however, have no connection with the glassblowers' or any other trade. Frequently, individual glass-blowers in the different branches contribute to aid a sick or destitute member, or for his funeral expenses; and sometimes, yet rarely, there has been money donated out of the local treasury for these purposes. This is simply charity and is probably not larger than is generally expended in such cases: This amount is estimated at $4,600 for seven of the eleven New Jersey branches of the bottle blowers' organization. The membership of these local unions is at present in the neighborhood of 400, and the estimated benevolent contributions here given run over a period of thirty years:

Glassboro	Branch,	organized in	1856	$750 00
Millville	"	"	1857	2,000 00
Williamstown	"	"	1857	500 00
Clayton	"	"	1857	500 00
Salem	"	"	1857	500 00
Winslow	"	"	1857	100 00
Woodbury	"	"	1882	250 00

The destitute members of the Bridgeton branch, organized in 1857, generally have been helped out of the funds of the Grand League. At least $8,000 have been spent there during the past eight years for the unemployed, a few of whom were sick and infirm. Most of this came from the general treasury, which is recruited by contributions and assessments from all the local branches east of the Alleghanies. Bridgeton, for a long time, has

been a kind of depot for the unemployed from all parts of the country, and they have been given an allowance to keep them from working in "scab" houses, of which there have been several during this period. But this contribution had no benevolence in it. It was made simply as a matter of business to keep the unemployed quiet, so as not to have a lot of workmen clamoring for work and thus reducing wages by too much competition.

While this branch at the reorganization of the League, in the fall of 1886, numbered but 38 members, previous to its connection with the K. of L., District No. 149, it had 93, and there were generally from 25 to 50 unemployed blowers there, members of the other branches, who had to be supported. Besides, in previous years there have been some strikes which have eaten up a considerable amount of the money sent. From Aug. 1 to Nov. 30, 1886, $350 per week was forwarded regularly, and the estimate of $8,000 made above is said rather to be too low than too high.

These and like contributions for the benefit of the organization have come, as before stated, from a special fund in charge of the Grand League Treasurer. This, for some time, constituting by far the bulk of the receipts by that officer, has been made up by special assessments on the different branches, whose membership aggregated 700 during the year just closed. The current expenses of the Grand League, ordinarily consisting of officers' salaries and the like, are small, and in 1887 amounted to but $440.* They are defrayed mainly from the annual per capita tax, which is fixed at 60 cents, and is included in the regular dues, collected by and varying somewhat in the different local branches. These approximate $4 per year,† but during the past four years have largely been augmented by the special assessments alluded to above, which in 1885 and 1886 reached $50 a year. Before 1883 no assessments of any account were levied, and pecuniary aid, either in strike benefits or otherwise, was only extended in very necessitous cases. Since then the financial condition of the New Jersey branches, whose membership aggregates nearly two-thirds of the whole east-

*This was the smallest for a long time, but was only for about two-thirds of the year. The salaries of the Grand League officers for the year 1887-88 have been fixed at: President, $300; secretary, $75; treasurer, $37.50.

† See Table No. 5, Part I.

ern district, may be seen from the following approximately correct statements, calculated by one of the prominent members of the League. It must be borne in mind, though, that the larger part of these receipts has been sent directly to the general treasury, and that all but the regular local current and a few incidental expenses have been disbursed by the Grand Treasurer. Consequently, the proportionate share of these general expenditures borne by the separate branches is only an estimate, but a fairly correct one. Further, the sums stated to have been granted to "unemployed and sick members" do not include the individual charitable contributions mentioned above. These disbursements had no element of charity in them. They were simply made as a matter of business, to keep up the wages of the unemployed :

For the year ending July 1, 1884, the New Jersey branches contributed :

Regular dues	$2,068 00
Assessments	4,439 45
Total	$6,467 45

Estimated share of :

Regular current general and local expenses	$1,962 28
Strike aid, western division	2,850 00
" Bridgeton	650 00
Amount granted to unemployed and sick	452 76
Total	$5,915 04

For the year ending July 1, 1885 :

Regular dues	$1,972 00
Assessments	7,876 10
* Total	$9,848 10

* The relative amount contributed by the different New Jersey branches is shown by this statement for the year ending July 1, 1885 :

Branches.	Regular Dues.	Assessments.
Millville	$425 00	$1,150 00
Salem	232 00	978 34
Clayton	244 00	1,080 00
Glassboro	224 00	1,177 66
Williamstown	175 00	933 00
Bridgeton	300 00	1,224 00
Winslow	40 00	196 00
North Clayton	86 00	190 00
Welton	76 00	120 00
Woodbury	176 00	827 00
Total	$1,972 00	$7,876 10

Estimated share of:

Regular current expenses	$1,800 00
Strike aid, Baltimore, Md.	5,000 00
Amount granted to unemployed and sick	1,500 00
Total	$8,300 00

For the year ending July 1, 1886:

Regular dues	$1,942 62
Assessments	8,493 06
Total	$10,435 68

Estimated share of:

Regular current expenses	$1,895 00
Strike aid, western division	6,580 00
Amount granted to unemployed and sick	1,800 00
Total	$10,275 00

For the year ending July 1, 1887, the regular dues of the New Jersey members amounted to $2,000, and the assessments contributed, $105.62. But there was received in strike aid $3,730. The small amount of assessments paid is due to the fact that all but one of the New Jersey branches were out on strike during the fall of 1886—at a time when the League, as D. A. 149, was under the jurisdiction of the Knights of Labor—and, therefore, were not called upon for extra contributions. Immediately after this strike the old League was reorganized, and since then no assessments have been levied.

It will thus be seen that the New Jersey branches, during the past four years, have contributed nearly $8,000 in regular dues, and for strikes and other assessments little short of $21,000—that is, over seventy-two per cent. of the membership expenses went for the latter purposes. Over sixty-five per cent. was used up directly in strike benefits, of which the New Jersey members of the League received back less than one-quarter—$4,380. Of the total amount disbursed probably fourteen per cent. must be credited to "unemployed and sick" account.

The Grand League meets in regular session, annually. At this time all questions affecting the general interests of the trade are decided, such as making the price list, which fixes the wages, hear-

ing appeals from the branches, etc.; "but in no case," provides the revised constitution, "shall the G. L. have power to order a strike, unless four-fifths of the delegates composing the same vote in favor thereof. If at any time between adjournment of the G. L. and the 1st of September, it shall become apparent to the president, that the enforcement of any measure, passed at the annual session, will involve the League in a strike, he shall declare said measure null and void, if it has not been passed at the annual session by a four-fifths vote; and shall convene an advisory board to take such action as shall seem advisable; and in case such measure has been passed at the annual session by a four-fifths vote, then the president shall call an extra session of the G. L. to again consider the matter.

"Should any branch become involved in a dispute with a manufacturer, which it is unable to settle in accordance with our laws, it shall notify the president of the G. L., giving him an account of the difficulty; and if he think proper, he shall visit the branch and the manufacturer and try to effect a settlement; but if he fail, then he shall appoint four, and the branch involved, one member, who shall constitute an advisory board, with full power to settle the dispute, but shall not have power to order the branch on strike unless all the members of the board vote in favor thereof."

There are about 5,000 flint glass workers in the United States, and of these but 230 are in New Jersey. They are organized under the AMERICAN FLINT GLASS WORKERS' UNION, or A. F. G. W. U., which, like the Grand League of the green glassblowers, is the highest tribunal of the order, and composed of delegates elected from the local unions. Some of these unions maintain a benefit fund, and upon the death "of any member in good standing, the surviving members shall be assessed the sum of —— each, which shall be paid to the nearest kin of the deceased member."* But none of the New Jersey locals have such a fund, although the Glassboro branch reports that "members are assisted out of the regular funds in time of need." The regular dues are $4 per annum, out of which comes a per capita tax of $1.60, which goes

* Local constitution.

to support the national association, whose current salary and other expenses, exclusive of strike relief, amounted in 1886–87 to $5,538.* The balance was used to liquidate the usual outlays of the local unions. In addition to this amount an average of $6 per year per member, since the organization started, has been levied to support strikes in other States, for the flint glassworkers have never had a strike in New Jersey. During the ten months from September, 1884, to July, 1885, when the large strikes took place, the New Jersey members paid for strike benefits ten per cent. of their wages. But previous and since only a few local strikes occurred, which cost comparatively little.

The total receipts of the Flint Workers' national treasury for the year ending July 1, 1887, were $34,473, fifty-seven per cent. of which was expended in strike relief to fifteen local unions, all outside of our State. This amounted to $19,582. The total expenses, including printing and salaries, aggregated $2 ,115. The six New Jersey unions contributed $1,181, which is exclusive of the income used for local current outlays. Nor do these strike expenses include the sums raised by the interested local unions on their own account. The sum of money in the hands of the national treasurer at the close of the year was $11,529, a part of which is a balance remaining from the previous year. Speaking of this surplus the president and treasurer, W. J. Smith, in his report, makes these comments, which are given for what they are worth, as his conclusions are by no means generally endorsed:

"During the year, while troubles were few, we tried to build up a treasury that might in some manner protect us against a repetition of the many lock-outs of '84, which we believe were largely influenced by the condition of our treasury at that time. To this end we continued the assessment at ten cents when the small demand by the wants of the society would have warranted its reduction. In the December quarterly we tried to justify the policy of creating a surplus, but it is evident from the expressions of disapproval brought to notice that opposition to it still exists in some localities. We therefore desire to bring the subject to the notice of the convention.

"We believe that next to thorough organization the best guarantee of peace to any trades union is a well-equipped treasury, affording ample means for any emergency in resisting oppression. It inspires confidence in the workers and fear in the employers; while a poor treasury gives a feeling of insecurity to the workers and invites attack from the employers.

* President and Treasurer's salary, $1,100; Secretary's, $900.

"A few years ago, when the window workers were thoroughly organized, but poor financially, their wage list was attacked by the employers, and was saved only by the timely aid of sister societies. At the present time, when there are more elements of weakness among the workers, these same employers, themselves thoroughly organized and representing millions in money: treat the rights of the workers with respectful attention.

"Towards the Amalgamated Association, that proportionately is less thoroughly organized than the Flints, we have observed for years the same marks of attention shown by the employers. If asked the reason of this marked attention to these societies we would answer, their treasury—their money: this is the power that inspires respect.

"In England, where trades unions are older and have reached nearer perfection than those of any other country in the world, perhaps, all have their surplus, varying in amount from $30,000 to $250,000. And there this feature has the same effect as in our own country upon the relations between employer and employed, producing a decent regard for the rights of the employed.

"Another noticeable result of this feature of trades unions is the effect upon strikes and lock-outs. Contrast those societies that have a fund of any consequence with those that carry none, and it will be found that in the former strikes and lock-outs are less numerous, shorter in duration and of less severity than in the latter.

"We do not argue from this that a large surplus would be an unfailing preventive of strikes and lock-outs, but we do think it would reduce the number of both, and as an experiment in this direction, it is worth a trial."

The vice-president also recommended the establishment of an endowment fund: "There have been many attempts to make such a fund, but the convention could never see the necessity of the same. There are a great many who die in the trade and leave their families in very poor circumstances. This necessitates the family to humiliate itself to bury its dead." These recommendations have not as yet been adopted.

Local unions of the A. F. G. W. U. have power to give strike benefits in such form and manner as they may deem best. But the "resistance fund" is specially set apart for strike purposes. This is formed in the following manner:

"Each local union shall set apart, in a special investment each week, a sum equal to twenty cents per month for every member upon the books, and it shall be placed in the hands of the trustees; provided, however, that a member thrown out of employment by the dullness of trade or sickness shall be exempt from taxation.

"The resistance fund shall be held in keeping by the said trustees of each local union for the aid of any member or members of the A. F. G. W. U., who shall be engaged in redressing a grievance by strike, and shall be used for no other purpose.

"Whenever the resistance fund in all local unions be found not to be sufficient for the relief of members of any local union or unions that may be on strike, the president or presidents of said local union or unions shall notify the president of the A. F. G. W. U., and he, in conjunction with the executive board, shall have power to order an additional assessment sufficient to meet the necessary requirements.

"A local union must he organized six months before it is entitled to strike benefits; provided, this shall not apply to locals that have been formed by members in good standing from other locals that have been organized six months."

The following are the "grievances"—regulations of the constitution:

"The A. F. G. W. U. shall support all strikes that are legalized. A majority of representative votes shall be required to legalize or illegalize a strike, and the corresponding secretary of the local union where the grievance exists, shall furnish a full and complete statement of the existing difficulty or grievance; also the number and names of men working in the factory; how many, if any, are stockholders; how many are members of the order; how many are not members; how much money the local union has in resistance fund; how much in its general fund, and a thorough and impartial investigation shall be made, and no strike shall be declared legal until all honorable means of avoiding the same have been used."

When a grievance occurs the case shall be reported to the local union by the factory committee; and should the local union deem the grievance sufficient to sustain the report of the committee, which decision shall be ascertained by a yea and nay vote, such action shall be notified to the president of the A. F. G. W. U., who shall try to effect a satisfactory settlement of the trouble. The president, or, in case of disability, his representative, must visit the locality involved and make full investigation. The case is then submitted to all the different local unions, and work must be continued until the matter has been by them legally decided.

"Should the decision of a majority of local unions voting be favorable to the union where the grievance exists, the men shall then cease work, and when any one part of a factory shall be engaged in a legalized strike, it shall be required that the men of all other departments shall also cease work until the difficulty be settled."

No local union is permitted to go on strike unless it comply with the requirements above mentioned; and if it become involved in one after the cause therefor has been legally declared insufficient, it will not be sustained or receive the support of the order.

If any member of a local union be discharged from employment

for taking active part in the affairs of the order, and fails to be reinstated after all honorable means have been used, the factory is required to cease work until such reinstatement takes place But in such case a like course of action is to be taken as is necessary to legalize a strike.

"When a strike has been legalized the corresponding secretary of the local union where the strike is in force, shall notify the national union at least once a month, how said strike is progressing, the number and names of men receiving benefits and the amount, and said national secretary shall report to the trade once a month."

THE AMERICAN BOHEMIAN GLASS BLOWERS' LEAGUE OF NORTH AMERICA, which is small numerically, has only one branch in this State, League No. 1, organized at Millville September 24, 1881, and now containing 66 members. The initiation fee is one dollar and the regular dues twenty-five cents per month. In case of the sickness of any member fifteen cents extra is paid "as regular dues until the member becomes well." Anyone in arrears for two months shall forfeit his claim to the benefits, which are provided for in the by-laws:

"Every member of this League, after the expiration of one year from the date of paying his initiation fee, shall, when rendered by sickness or accident incapable of tending to his usual business, unless it be caused by intemperance or other improper conduct, upon his application therefor, be entitled to and receive weekly the sum of four dollars, first deducting all dues aud fines that may have accrued against him; provided, such brother be no more than two months in arrears for dues or fines at the commencemont of his indisposition, and has not violated any laws which deprive a member of benefit.

"This League shall have a committee of relief and visitation, whose duty it shall be to alternately visit such sick brothers as may be entitled to relief, at least once a week, and tend to the money provided for them, except brothers who are not confined to the house, whose duty it shall be to report themselves to the Visiting Committee; and for every neglect of this duty the officer or officers shall be fined twenty-five cents.

"It shall be the duty of the Visiting Committee to provide watchers for the sick and in furtherance of this object they shall have power to call on the members of the League, who are under the obligations of the constitution to take their turn at watching; and a member thus called upon neglecting or refusing to serve or provide a substitute shall incur a fine of twenty-five cents, and may be liable to be called upon the very next or subsequent night until he performs the duty or provides a person to serve in his place."

The skilled WINDOW-GLASS WORKERS in the United States,

comprising blowers, gatherers, flatteners and cutters, and numbering 2,800, are organized in a single local assembly of the Knights of Labor, No. 300, which was instituted in 1879. There are local "preceptories" or subdivisions of the assembly, which are practically nothing but collecting districts, of which there are nine in New Jersey, having an aggregate membership of 418. All money is sent to the L. A. financial secretary at Pittsburg, Pa., where the headquarters of the officers are located. The regular dues amount to $4.20 annually per member and an initiation fee of $5. These are used to pay the running expenses, which include the salaries of the officials, the president receiving $1,200 and the secretary and treasurer $800 each, besides traveling disbursements. Numerous incidental expenses, also, come out of this fund, including donations to needy members and, occasionally, to other organizations on strike. There is no benefit fund of any kind: destitute, indigent, sick and out of work brothers are aided through voluntary subscriptions if there is not sufficient in the treasury for these purposes. It is estimated that, over and above the regular dues, the annual extra contributions, including strike assessments, have averaged $10 per member during the years of the existence of the organization. Two and a half per cent. of this has been expended in benevolence, and fully five per cent. of the general funds has been donated or loaned to the needy unemployed, who seem to be well taken care of. There have been no strike benefits paid for five years.

The by-laws provide that "no assessment shall be levied upon the members of this assembly, excepting for the protection of its own trades, and all assessments ordered shall be based at such rate per centum of the wages earned by the members as will be necessary for the purpose for which the assessment was ordered. * * * The preceptors will take up a voluntary subscription for the relief of other or our own distressed members, when ordered to do so by the assembly"

The assessment prohibition above, of course, affects only L. A. 300 and its officers, and not those to whom it is subordinate, *i. e.*, the General Assembly of the Order or the General Executive Board. For it is provided in the special regulation (Art. 29, Constitution of

K. of L.), under which the windowglass workers were organized into the Order of the Knights of Labor, that:

"Local Assembly 300 is hereby attached directly to the General Assembly and shall be governed by the same laws as other locals so attached.

"In all questions of differences arising between members and manufacturers," further provide the by-laws of L. A. 300, "the chief and assistant preceptors shall, convene the members of the preceptory, and consider the question under the lawst rules and usages of the assembly. The chief preceptor (in absence of the president of the assembly) shall act as spokesman for the members with the manufacturers. During a strike pending a settlement of any question the members, when approached by the manufacturers or their agents regarding the question at issue, will reply: 'I have nothing to say'; and shall not enter into conversation on the subject, but inform them that the settlement of the question is in the charge of the president or preceptor, and that their decision will be abided by. * * The chief preceptor, after having fully investigated the difficulty, shall immediately forward a detailed statement of the question in dispute to the president; and in no case shall a strike be ordered unless ordered by the assembly.

"When any difficulty arise, which shall require the presence of the president it shall be his duty to proceed to the place of contention, call a meeting of the members and make a full investigation, and order such action as may be necessary to settle the difficulty in accordance with the laws and orders of the assembly. * * In case no special law or order of the assembly cover the cause of convention, the president shall order such action as he may deem proper for the settlement of the difficulty, in accordance with the principles of the assembly and justice to the parties concerned.

"No member shall accept employment where a difficulty exists in consequence of any question involving privileges and general usages of the assembly, nor on account of prices, wages or a reduction thereof, until the difficulty be settled.

"Any member or members who shall enter into a strike after their cause has been decided insufficient or without notifying the assembly and receiving authority for so doing, shall not be sustained or receive any support therefrom.

"Any member or members, who shall be discharged during the fire for taking an active part in the affairs of the assembly, shall refer their case to the president and council, who shall immediately investigate the same, and, if they find that the circumstances are such as to demand the reinstatement of the member, they shall so order; and if they decide otherwise the decision shall be final."

THE CIGARMAKERS' INTERNATIONAL UNION is not especially remarkable because of its numerical strength, although it is one of our largest organizations. But its protective and benevolent features are worthy of particular mention, however. The benefit system was first adopted in 1879. Since then it has been rapidly developed. First came the strike benefit, then the loan scheme of aiding traveling members, and in 1880 the sick relief and death

benefit; and for several years past the president, at the biennial sessions, has urged a further extension of the relief fund plan of the International Union, primarily so as to include benefits to the unemployed. "By supporting our members in such emergency," observed President Gompers, "they will have no excuse for working below the regular scale, nor will they have an excuse for accepting conditions of employment which are injurious to the interests of their fellow workmen. It will instill into them more manhood and independence to resist encroachments of employers in time of depression. It will be the strongest feature to maintain the rate of wages which has been secured during the favorable seasons of trade." Notwithstanding this strong recommendation, the late biennial convention considered it inadvisable to recommend for adoption to the local unions an elaborate plan of "out-of-work" benefits. But several important additions to the benefit schemes already in force were approved, these involving insurance features.

During the past nine years the benefits paid out have amounted to $771,084.63, of which nearly one-half was credited to the strike account. Here are the separate amounts spent each year, ending September 1:

	Strike benefit.	Sick benefit.	Death benefit.	Traveling benefit.
1879	$3,608 23			
1880	4,950 36			$2,808 15
1881	21,797 68	$3,987 73	$75 00	12,747 09
1882	44,850 41	17,145 29	1,674 25	20,386 64
1883	27,812 13	22,250 56	2,690 00	37,135 20
1884	143,547 36	31,551 50	3,920 00	39,632 08
1885	61,087 28	29,379 89	4,214 00	26,683 54
1886	54,402 61	42,225 59	4,820 00	31,835 71
1887	6,817 14	35,866 93	4,450 00	25,654 28
Total	$369,833 20	$182,425 48	$21,843 25	$196,882 69

To provide for such outlays and the regular current disbursements both of the local and the international organizations, the membership expenses out of which they are as a rule liquidated, must necessarily be considerably heavier than those which obtain in the general run of these associations. The initiation fee per member is $3, which may be paid in six weekly installments of

fifty cents each, or all at once; but when a member has been suspended twice, this assessment is $5. The regular dues amount to twenty cents per week. The total amount collected and disbursed in various ways during the past year, through hundreds of hands, was $418,258; and of this sum only $51.45 is said to have been lost by embezzlement. Of the receipts about $43,000 went to the general treasury to pay for the expenses of the international organization, including the salaries of the officers.*

The balance of the receipts, collected by the local unions, are disbursed by the local officers subject to the following restrictions:

All moneys in excess of a certain amount, varying from $15 to $100, according to the membership, must be deposited in a bank or invested in registered U. S. bonds in the name of trustees. The limit of the current expenses is fixed at from twenty to thirty per cent. of the gross receipts; and no union is permitted to pay out any other benefits than those authorized by the constitution. In the event of the funds of any local union becoming exhausted by legitimate expenditure, the executive board of the international organization, upon notice, must direct the other unions to contribute a proportionate share of their own receipts to make up the deficit. In addition to this, each local financial secretary is required to forward itemized monthly statements of receipts and expenditures to the international president, who annually compiles these monthly reports, equalizes the funds of the local unions and directs such as have expended less than their pro rata amount for the benefits provided by the laws, to transmit to those unions, which have expended in excess thereof, such sums as they by virtue of the equalization are entitled to.†

These benefits are neither excessive nor recklessly granted: An unemployed member, in good standing for six months, wishing to seek employment elsewhere, is entitled to a loan of fifty cents and of a sum sufficient for transportation, in any desired direction, by the cheapest route to the nearest union. This loan must be repaid, after obtaining employment, by a weekly installment of ten per cent.

* International president, $2,080; secretary and assistants, $2,832; organizer, $3,270, etc.

† The constitution provides for a sinking fund "which shall consist of the funds of the local unions and shall amount to not less than $5 per member." This, it is said, has been so well kept that the present reserve is $7 per member.

of his earnings to the union collector of the shop in which he is employed. No second loan from the same union is permitted until the first is repaid; but the traveling member is entitled to successive loans from other unions on the same route in which he is traveling. These aggregate loans must not exceed twenty dollars, nor a single loan twelve dollars.

The sick benefit holds good for only sixteen weeks in any one year, and amounts to five dollars per week for the first eight weeks, and three dollars per week for the balance of the period. But no relief is extended unless the member is incapacitated for work. He must have been a continuously contributing member for six months and his sickness "shall not have been caused by intemperance, debauchery or other immoral conduct." A local committee, of not less than three members, is required to visit the sick member at least once a week; and, "if doubt is entertained as to the sickness," the executive board has power to consult a physician.

The local union also contributes fifty dollars towards defraying the funeral expenses of a deceased member, provided in good standing at the time of his death. But this funeral benefit is not in force where the endowment system applies. This went into effect on January 1, 1888: upon the death of a member, who has been such for five consecutive years, the sum of two hundred dollars is paid to his widow, nearest of kin or legatee; three hundred and fifty dollars, if a member for ten years, and five hundred and fifty dollars if a member for fifteen years. The fund for this purpose is created by a semi-annual special tax of fifty cents upon each member, payable in the required time to the international or general treasury, from which the insurance is paid.

The International Union guarantees its moral and pecuniary support to all its members in difficulties which may arise between them and their employers. The weekly assistance extended is four dollars for the first sixteen weeks, three dollars for the following eight weeks, and two dollars until the end of the strike or lockout. To entitle employes to benefits, the strike or resistance to the lockout must be approved by the international executive board; but if it involve more than twenty-five members, the question must be submitted to all the local unions, and "no difficulty shall be considered

legal unless approved by a two-thirds majority of all the votes cast" by secret ballot.

The Newark union reports its sick benefits to have amounted to $808 since its organization in 1881. The income for the past year was $3,192. Out of the latter sum came the death benefits, $200; donations to other organizations (strike), $200; officers' salaries, $368; "label" assessment, $75; rent of hall, $36, etc. The Paterson union expended since organization, $295.47 in sick and $760.90 in traveling benefits, and $86 in strikes and donations to other societies.

THE GERMAN-AMERICAN TYPOGRAPHIA, or national organization of the German printers in this country, is numerically small compared with the International Typographical Union, but in many other respects the advantages are on its side, especially in its very elaborate system of benefits. All except the death benefit are paid out of the regular dues and initiation fees, these also covering the current expenses. On the death of a member there is a twenty-five cent assessment. Extra strike assessments may, if necessary, be levied. The regular dues are not less than 25 cents weekly; in the Newark local, they are fixed at 30 cents. Any male or female compositor, versed in the German language, is eligible to membership; if over fifty years of age or declared by an examining physician to be unsound physically, candidates may become members, but are not entitled to sick benefits. Such a person pays a $2 instead of a $3 initiation fee and 20 cents weekly dues to the general union.

The benefits to which a regular member is entitled are:

Five dollars a week to a sick member until he has received $300; afterwards $2 a week until he has drawn $500 in all. Then he can obtain nothing more for two years. On the death of a member $200 is paid to his legal representatives; on the death of his wife, he obtains $25, if he has been a member in good standing for at least a year. The out-of-work benefit is $5 a week, but only $60 a year can be drawn. The traveling benefit amounts to 2 cents per mile for the first 200 miles and 1 cent for each additional mile. Still, members leaving situations of their own accord are not entitled

to this. An unemployed member, having an offer of employment at a distance, is allowed a loan for car fare, not exceeding $20. In case of a duly authorized strike, the benefit is $7 per week for seven weeks; if the strike lasts longer, the out-of-work benefit is paid.

The secretaries of the different local typographias are required to send monthly statements of receipts and expenditures to the national secretary, and also 25 cents for each member. Every six months there is an "equalization" of accounts by the national officers, and if any local has had more expenses than receipts, the national treasury either advances the deficit or orders a local having a surplus to forward the amount needed. The Newark union was thus required to pay, during the half year ending June 30, 1887, the sum of $103.44. The total amount needed for this semi-annual equalization was $691.78.

Since 1883, the Newark typographia has had seven deaths, on account of which $1,400 has been paid out. The sick benefits have cost $600. During the half year ending June 30, 1887, the total amount of receipts, including a balance from the preceding year, amounted to $852.89. The benefits paid were: Sick, $5, traveling, $3.24, and out-of-work, $7. The aggregate income of all the 19 unions for the six months was $14,028, and the total benefits, $3,263.75. From January to December, 1886, the benefits summed up $8,839.60: Sick, $3,077.95; out-of-work, $1,097.95; traveling, $588.81; death, $1,450; strike, $2,604, or nearly one-third of the whole. This was due to the enforcement of the eight-hour rule. During the six months from January 1 to June 30, 1887, there were no strikes.

A strike benefit is paid from the national treasury; but only in case of a threatened reduction in wages is a local permitted to enter on strike without the consent of the national president. When members of the German and International unions are employed in the same office, they work in harmony both as to prices and troubles which may occur, the rules of the union in the majority controlling.

THE INTERNATIONAL TYPOGRAPHICAL UNION is much more unrestricted in admission of members, and its subordinate unions enjoy

a larger degree of local self-government, even in case of strikes. It "regards the resort to strikes as inexpedient, except where the rules or principles of the International or of a subordinate union may have been violated. * * It recommends subordinate unions not to strike until every possible effort has been made to settle the difficulty." The international president has power to convene an international council, whose duty it is to arbitrate between unions and employers, to consider all appeals for aid for strikes or lockouts and to authorize, when deemed necessary and expedient, a strike decided on by a three-fourths vote of a constitutionally called meeting of a subordinate union. Any union inaugurating a strike without the approval of the council receives no strike benefits from the general treasury reserve fund, which is accumulated by an annual per capita tax of seventy-two cents. Strike relief "as the case may require" is extended also out of the local treasury, or specially assessed. In 1886 a life insurance branch of the International Union was established and, according to the report, has made considerable progress, although it has not yet reached the membership expected at its inception. In most of the local unions, $50 are regularly donated for defraying the funeral expenses of a deceased member, which are raised by assessment. Assistance is also extended occasionally in cases of sickness. "Since our organization," reports the Newark union, "our funeral and benevolent appropriations have aggregated $1,000. But a small part has gone to sick members; that kind of support only being granted in cases of total destitution."

Although the BROTHERHOOD OF CARPENTERS AND JOINERS has experienced many substantial benefits from its organization, few strikes have been necessary to secure them. During the year ending July 1, 1886, only about three and a half per cent. of the total expenses of the local unions were for this purpose. In order to create a fund for the support of such members as may be engaged in legally authorized strikes or lock-outs, each local union is required to set aside a five-cents "per capita" per month for a protective fund, which "shall not be used or appropriated for any other purpose," but shall remain subject to the order of the executive

board of the Brotherhood. Nevertheless, the General Secretary complains that this fund is continually being encroached upon illegally. The executive board has power to order a special assessment when necessary, and in conjunction with the general president may declare a strike at an end "so far as financial aid of the Brotherhood is concerned." All strike receipts and disbursements must be published, monthly, in the *Carpenter*. The strike benefits are $4 and $5 per week, respectively, for single and married men, to begin the second week after the strike has been authorized by the executive board. But no local union is permitted to engage in a strike unless an arbitration committee has first waited on the employers. If this fail, two-thirds of the members of the union, present and voting by secret ballot, must request the sanction of the executive board, whose adverse decision can only be reversed by a vote of two-thirds of all the local unions in the order. In case a strike is legally on, each union must contribute its share to sustain it.

Members in good standing for six months are entitled to the following benefits: Wife's funeral benefit, $25 on six months' and $50 on one year's membership; member's funeral benefit, $100 and $200, respectively; disability benefit, $100 on one year's, $200 on two years' and $300 on three years' membership. Sick benefits are regulated by the local by-laws. Local union No. 119, Newark, reports $900 spent in sick, accident and death benefits since 1885; and No. 20, Camden, $300. From July 1, 1886 to 1887, the general organization had paid 139 benefits, amounting to $16,275.16, or 71 cents per member estimated on average membership. There were 61 members' funeral, 74 wife's funeral and 4 disability benefits. The general death rate (male and female) averaged about six to the thousand. The total benefits since the system was started in 1883 have been $34,925.

At the late biennial convention, at Buffalo, N. Y., in August, 1887, the following resolution was adopted:

"That it is the opinion of this convention that a tool benefit and superannuation fund would be for the advancement of our Brotherhood, and we request our in coming executive board to give the matter their serious attention and prepare a table of

payments and benefits to be submitted to the local unions three months prior to next convention."

The AMALGAMATED SOCIETY OF CARPENTERS AND JOINERS is a British association but has only a small foothold in America. There are no lodges in New Jersey and only 25 in the United States, but these, in 1885, are reported to have received $15,287 in benefits—unemployed, traveling, tool, sick, superannuation and strike.

THE UNITED ORDER OF AMERICAN CARPENTERS AND JOINERS is the oldest of these organizations in the United States, having been started in May, 1872, in New York city. Its membership is smaller than that of the Brotherhood and confined to New York city, Kings county, N. Y., and New Jersey. There are 33 Lodges and about 10,000 members. The society was "instituted for the mutual relief of its members in sickness, their burial when dead, the insuring of tools, the procuring of employment for the unemployed, the increase of wages, the shortening of the hours of labor and the bettering of the condition of its members generally." Membership, in this as in the other two organizations, is restricted to journeymen "of sound mind and not afflicted with or subject to any complaint or disease likely to endanger his life or incapacitate him from following his trade, being of good moral character and not exceeding 50* years of age." The member is entitled to not more than $20 for loss of his tool chest by fire, provided he has been in good standing for twelve consecutive weeks; and to sick, accident and funeral benefits, if in good standing for one year. If unable to follow his employment, through sickness or accident, he may draw a weekly allowance for twenty-four weeks: $5 for the first twelve weeks and $3 for the last. Then if declared incurable he receives $50 and his membership ceases; if curable, he is exempt from payment of dues. The accident benefit is $150, "provided such accident was not caused by his own intoxication or other improper conduct." A member's funeral benefit is $50, to be paid to his legal representatives. On the death of his wife, $25 is paid.

No information of the amount expended in benefits by the order at large has been received. Two unions report:

*60 in the Brotherhood.

Newark, No. 22: "We have expended $75 in sick and death benefits in two years;" Orange, No. 10: "Total since 1881, $1,800."

The order is divided into "districts," which are governed by a district executive committee, composed of two delegates from each lodge. This committee decides all disputes between lodges or between employers and members, and "shall order all strikes or may delegate its power," but its decision is subject to appeal to the grand executive council. It has power to levy assessments for strike benefits and may authorize any lodge to conduct a local strike. The strike benefit cannot exceed $6 per week.

THE BRICKLAYERS' AND MASONS' INTERNATIONAL UNION, founded twenty-two years ago, is a strong organization, numbering 16,000, and increasing daily in membership. It is purely protective, but the subordinate unions have a more or less extended system of benefits. Assistance, in case of trouble with master builders, is extended to a subordinate union only when it presents a bill of grievances, which is then submitted to all the locals. It is provided in the constitutions of three of these unions—those of Camden, New Brunswick and Paterson—that a motion for a strike shall only be acted on at a regular meeting, after a week's notice; and, that "the consent of two-thirds of the members present at a meeting shall be requisite to decide on adopting measures to obtain higher wages, and the consent of a majority shall be requisite to adopt measures to oppose any or the least reduction of wages in our trade."

The local by-laws all provide for a funeral benefit, generally of $50 or $100, which is raised by assessment, and in most of the New Jersey unions there is also a sick benefit. The sums thus expended since organization are here given as reported: Newark, No. 3: $6,400 in funeral and accident benefits; Orange, No. 5, $1,000 in funeral benefits; Camden, $600 in sick and funeral benefits; Paterson, No. 2, $150 in funeral benefits; Trenton, $225 in accident and death benefits; New Brunswick: $200 in funeral and $180 in death benefits; Montclair, No. 11; $100 in funeral benefits. The latter union reported that it had expended during the year: Hall rent, $50; salaries, $20; strikes, $57.20.

THE OPERATIVE PLASTERERS' UNION of Camden belongs to the International Union of that name and is the only organization of the kind in the State. It requires a vote of two-thirds of the Camden members present at a stated meeting (after a week's notice) to order a strike for wages. But in case a local union strikes without the consent of the executive officers of the general union, it does so on its own responsibility. Otherwise, strike aid is extended. There is an insurance department connected with the international organization, paying $1,000 on death of a member, but membership is optional. The Camden union has spent $100 for strikes since 1885.

THE BROTHERHOOD OF PAINTERS AND DECORATORS OF AMERICA is the latest organized effort of workmen and has yet to prove its ability to live up to its constitution, which is one of considerable pretensions. Members, on a strike or lockout, are only to be sustained by their local union after an attempt "to adjust the difficulty" has been made—a provision which obtains in nearly all these constitutions—and with concurrence of a two-thirds vote by secret ballot. If, after due notice, the national executive board, or two-thirds of the local unions on appeal, sustain the action taken, a weekly strike benefit of $5 to married and $4 to single men is extended. For this purpose a protective fund is accumulated by a regular per capita assessment of five cents per month. "All local strikes without sanction of the Brotherhood shall be at the sole risk of the local union and should be discouraged, and renders the local liable to expulsion."

Sick and death benefits are regulated by the by-laws of each local union, but the general organization provides for permanent disability and member's and members' wife's funeral benefits.

THE GRAND INTERNATIONAL BROTHERHOOD OF LOCOMOTIVE ENGINEERS was instituted in 1863 as the "Brotherhood of the Footboard," and in 1864 reorganized under its present name. At the close of the year its membership, included in 372 divisions, was over 25,000. No person is admitted "except he is a white man, twenty-one years of age and can read and write; is a man of good

moral character, temperate habits and in actual service as locomotive engineer when proposed." He must have had an experience of one year, and is not allowed to join any other labor organization. Neither the general nor local published constitutions have much to say about the method of settling grievances. The only thing contained therein on this subject is the following: "In order to prevent any trouble between brothers of subdivisions and their employers, it shall be the imperative duty of the general standing committees of the several roads, before sending for the grand chief engineer, to first exhaust their own efforts to effect a settlement of all difficulties, and, failing to obtain satisfaction, they shall notify the grand chief engineer of the facts in detail as soon as possible." The grand chief engineer must immediately visit the locality "and use all honorable and just measures to prevent trouble between brothers and their employers." A general grievance committee is provided for in case there is more than one division on a line of road. These grievance committees, it is understood, have power to order a strike on the roads under their jurisdiction, but it is generally done by the grand chief on recommendation of the committee or committees. But each division is independent, so far as strikes are concerned; nor are the roads not involved compelled to grant assistance.

In case of a sick or disabled brother, or on his death, it is the duty of the subdivision of which he is or was a member to furnish assistance to him or to his family. For this purpose a relief committee must be appointed semi-annually. "Should any division determine to aid a sick or disabled brother, the necessary means may be taken from the funds of the division, by assessment or voluntary contributions." In addition to this the "Locomotive Engineers' Mutual Life Insurance Association" was established in 1867 to aid and benefit the families of deceased members of the Brotherhood in a simple and substantial manner. Membership is voluntary but no one can be admitted "unless in good health and free from any disease or disability likely to shorten his life or prevent him from following his usual occupation." Any member while engaged in any lawful avocation, receiving bodily injuries, which alone shall cause amputation of a limb (whole hand or foot), or total or perma-

nent loss of eye-sight, receives the full amount of his policy. On his death, it is paid to his widow or legal representatives. This may be either a $3,000 or $1,500 policy, the assessment in the first class being $1.00, and 50 cents in the second. These are paid by the general treasury; but, as a rule, the different divisions also make provisions for a regular sick benefit. The oldest division in this State is Camden, No. 22. All but two of its members belong to the first class life and accident insurance departments. The cost to each member during the past year was $45, which has been about the average all along. The total cost to the division was $4,320. The "health insurance benefit," a local arrangement, pays members $8 per week in case of sickness or temporary disability. These assessments have averaged $5 per year per member, or $585 for the division. Four-fifths of the locomotive engineers in Camden are members of the Brotherhood. In Jersey City Nos. 53 and 135 also have a local sick benefit, which is $10 and $12 per week, respectively. Apropos of the general life and accident insurance features, Chief Arthur, at the twenty-fourth annual convention in October, 1887, observed: "We now claim to have at once the cheapest and the best, the most satisfactory insurance in existence. We have paid out during the fiscal year just closed, to widows and orphans, $259,500, making a total of $2,244,669.61 that we have paid since the association was established in December, 1867. At the close of the last fiscal year we had 4,444 members; died during the year, 77; disabled, 11; forfeited, 183, and had on Sept. 1, 6,287, showing a net gain of 1,843."

THE BROTHERHOOD OF LOCOMOTIVE FIREMEN came into existence at the close of 1873. It has now over 370 subordinate lodges, containing 16,500 members, all of whom are required to participate in the beneficiary department, maintained by assessments, and established to provide substantial relief to members and their families in the event of death or total disability. The beneficiary is entitled to $1,500, which is paid out of the grand treasury. The assessment for this fund is $1 per member. Nearly $400,000 have been paid out.

The subordinate lodges also have local benefits for sick or dis-

abled members. In Camden, in case of sickness or temporary disability, members receive $5 weekly, which is paid out of the local treasury. This fund is accumulated from the regular local dues ($6 per year) and the initiation fee ($6.50). During the past year the Camden lodge has disbursed $589 in local benefits and $200 in current expenses. During five years these benefits have come to $2,500. The grand lodge or national organization dues, in addition to the assessments and local expenses, amount to $1.50 per member. One-third of this latter sum has been taken up in the support of strikes, for the Brotherhood of Locomotive Firemen was organized for "the protection of their interests and the promotion of their general welfare." The constitution, with this exception, nevertheless, is entirely silent on the subject of grievances.

The qualification for membership is actual service as fireman for one year, "white born, of good moral character, sober and industrious, sound in body and limb, not less than eighteen nor more than forty years of age, and able to read and write the English language."

A candidate for admission into a lodge of the BROTHERHOOD OF RAILROAD BRAKEMEN must have served one year as a railroad brakemen, and "be a white, male born, sober, industrious, sound in body and limb and must join of his own free will." The age limits are 21 and 45 years. A benefit of $800, in case of death or total disability to perform the duty of railway brakeman, is paid. These claims are satisfied out of the grand treasury and have amounted to $300,000 during the four years of the existence of the organization, which now numbers 10,000. The regular dues are not less than $19 a year. Each subordinate lodge may establish local sick and accident benefits.

All grievances, that have been presented thus far, have been settled to the satisfaction of all concerned. "Our Brotherhood has never had a strike, and is opposed to strikes as a means of settling disputes," says Grand Secretary Shea.

THE ORDER OF RAILWAY CONDUCTORS, whose organization dates back to 1868, at present a purely fraternal and beneficial organization, is an association incorporated under the laws of the

State of Iowa. The mutual benefit department is under the control of the officers of the grand division and pays a death and total disability benefit of not more than $2,500, raised by assessment. The local divisions also have benefits. In Camden a sick or temporarily disabled brother, "who has been promoted to the second degree," is entitled to a benefit of $5 weekly from the local treasury. In case a member is permanently disabled, so that he cannot follow his regular business as conductor, each brother is assessed $5 "to enable him to engage in some business by means of which he can earn an honest living for himself and family." A funeral benefit of $50 is provided for from the regular dues of the Camden division, which amount to $6.00 annually. Seventy-five members belong to the general insurance department, and their average yearly assessment is $30.

THE IRON MOULDERS' UNION OF NORTH AMERICA, which has over 20,000 members, is both a protective and benevolent organization. The general treasurer, upon the death or permanent disability of a member, pays a benefit of $100 to the beneficiary, out of the regular funds. Members out on an authorized strike, if single, receive $5, and married men $7 per week. The general executive board may levy such assessments as are necessary, not to exceed $1 per quarter, to meet the expense of maintaining members in resistance to wrongs of any kind. And the Newark local union has "power to levy upon its members, for extraordinary purposes, such tax as may be necessary at the time such assessment may be made, not to exceed 5 per cent. of wages earned." When any difficulty occurs under the jurisdiction of any local or district union, the case may, by secret ballot, be placed in the hands of the district executive board, which shall do its utmost to settle the trouble between employer and employe amicably. In case of failure, the general executive board shall be called upon, which, in conjunction with the president, shall have absolute control of all strikes and lockouts and shall concentrate the whole prestige and force of the national union in the direction most needed.

The local constitution of the PATTERNMAKERS' ASSOCIATION of Newark and vicinity, connected with the Patternmakers' National

League, provides that a general meeting shall consider all disputes in which any member and his employer is involved, "or when a movement for an advance of wages or any other object is contemplated." A majority of such meeting must be in favor of the movement before any cessation of work can take place; and members ordered to stop work shall be entitled to such sum as the association deems fit.

THE NATIONAL ASSOCIATION OF STATIONARY ENGINEERS is a recently formed union and of limited membership in New Jersey. The by-laws of the Newark association, which has spent $600 for these purposes since 1885, provides for a $5 weekly sick and a $50 death benefit; and, on death of a member's wife, $25 is appropriated to defray funeral expenses.

The AMERICAN ORDER OF STEAM ENGINEERS, as yet hardly more than a local organization, has for one of its objects the establishment of sick, disability and funeral benefits, and a widows' and orphans' fund.

In the Newark BREWERS' UNION, a local of the national association, only those who are citizens or have applied for their first naturalization papers, and, on examination, prove themselves competent brewers, can become members. This local is called Brewers' Union No. 2 of Newark, but embraces also the territory of Elizabeth, Paterson and New Brunswick. The executive committee is enjoined to provide for needy members, but such assistance is specially intended in case of misfortunes which ordinary relief societies do not help to mitigate. Outside of this the expenses during the year were: Rent of hall, $48; strike donations, $515; national per capita tax, $25; salary of secretary, who is also walking delegate, $1,000.

THE TAILORS' PROGRESSIVE UNION OF AMERICA has for its object "to advance the material and intellectual welfare of all men and women employed in the tailoring branch." But membership in the "sick benefit and burial fund" is limited to those, between 16 and 50 years of age, proving their entire healthfulness, and paying

an admission fee of $2, and 3 cents in monthly dues. For this the beneficiary is entitled, in case of sickness, to $6 weekly for not more than thirteen consecutive weeks, after which no further benefit can be claimed until a period of thirteen weeks has elapsed. The funeral benefit is $75. These funds are in charge of the local officers. Every member who is out of employment in consequence of a strike or lockout, sanctioned by the union, or through activity in the cause of the union, receives $6 weekly as a strike benefit. In case of differences between employer and employed, the local executive committee must use its utmost endeavors to bring about an amicable settlement, "but without injury to the affected local union." If aid from the national union is desired, the consent of the national executive officers to the strike must be obtained; and they have authority to levy an extra assessment to maintain it. An appeal from an adverse decision lies to a majority of all the local unions.

THE INTERNATIONAL FURNITURE WORKERS' UNION provides tool insurance for those members who pay an initiation fee of seven per cent. of the amount of insurance and extra assessments when necessary. The premium is said to be less than one-half that usually exacted by the ordinary insurance companies. Two other beneficial funds are in existence: the sick benefit and the mortality fund. The dues for the sick benefit are 50 cents per month, besides an initiation fee of $3; and for this a sick member receives $6 weekly for six successive months, and $3 weekly for the next following six months, after which he receives again $6 for six months and so on. In case of death of a member, $250 is paid as a funeral benefit; and on death of a member's wife, $100. The initiation fee for the mortality fund is $1; in addition to which there are assessments.

THE GRANITE CUTTERS' NATIONAL UNION OF THE UNITED STATES OF AMERICA, to which also tool sharpeners may belong, was organized in 1877 and is largely a decentralized body. A funeral benefit of $100, raised by assessments, and a traveling benefit (loan) of $10 are paid by the local branches. The Newark union

has paid out since 1881, in sick and death benefits, $120, raised by assessments of 15 and 5 cents respectively. The national union is not responsible for any difficulty "that may occur in a branch which the branch may be able to set to rights itself," but it guarantees its moral and pecuniary support (but no stated weekly sum) in case a dispute is legally sanctioned by a majority of all the branches or by the national union committee.

THE JOURNEYMEN STONE-CUTTERS' ASSOCIATION of Newark and vicinity is a local independent body of brown stone cutters, who are very thoroughly organized. The initiation fee is $20, and the monthly dues 25 cents, forty per cent. of which is appropriated to the funeral fund. The union grants $50 to pay for the funeral expenses of a member in good standing at the time of his death. The strike benefit is $5 per week, not to exceed two weeks, unless on a general strike. On the eve of a strike a deputation is appointed to wait on the employer for the purpose of effecting an amicable adjustment of differences; and the consent of two-thirds present at a meeting is requisite to decide on adopting measures to obtain higher wages, but a majority is sufficient to take action opposing a reduction.

THE NATIONAL UNION OF JOURNEYMEN HORSESHOERS OF THE UNITED STATES OF AMERICA was founded in 1874, for the mutual benefit and protection of the trade. It has an endowment fund, under control of the national treasurer, who, on the death of a member levies a per capita assessment of ten cents, and the total sum thus collected is forwarded to the legal representatives of the deceased. Newark Union, No. 22, provides for a sick benefit of $5 weekly for the term of six months, and, on death, $50 is paid for funeral expenses. The members of this union, on the decease of a brother, are required to attend his funeral in a body—a custom which obtains largely in all these societies: "The members shall assemble at their usual place of meeting, and then proceed under the direction of the proper officers to pay the last tribute of respect to the deceased member. And they shall wear the badge of the society, together with a mourning badge and black gloves, and for

non-attendance each officer shall be fined the sum of $3, and each member shall be fined $2."

When a member is out of employment by reason of a refusal to work on account of curtailment of wages, the Newark branch pays him $5 weekly as a strike benefit. But no local strike or grievance is recognized by the national union unless sanctioned by two-thirds of the members present at a meeting of the branch and by the national committee.

THE NATIONAL HAT MAKERS' ASSOCIATION and the INTERNATIONAL TRADE ASSOCIATION OF HAT FINISHERS OF AMERICA are represented by local associations in the State,* but, with the exception of a funeral benefit of $75, have no general benevolent features. Grievances are regulated by local by-laws. The national death benefit is supplemented in some cases by extra local assessment:

Newark (hat finishers)—"Pay $100 in case of death; spent $800 last year. There is a 5 cents national and a 25 cents local death assessment. Our regular local dues are 12 cents monthly, in addition to the monthly local and semi-annual national label assessments (10 cents)."

Orange—"Have paid out $1,900 in death benefits during the year."

Bloomfield—"Assessment in case of death is 50 cents. In the past five years $1,000 has been expended."

Newark (hat makers)—"The total death benefits in three years have been $4,550."

Bloomfield—"For fourteen years, $1,050."

Death benefits are also paid by the "independent" local hatters' association, and generally amount to $50:

THE INDEPENDENT HAT FINISHERS' UNION of Orange has spent $200 in these funeral outlays; that of Orange only $50. Each of the independent hatmakers' associations of Newark and Orange have had one death.

THE UNION HAT POUNCERS' ASSOCIATION of Orange is also a

* THE HATTERS' NATIONAL TRADE ASSEMBLY of the K. of L. is made up of local assemblies, the members of which are all connected with their respective unions. All departments of the trade are represented.

local, independent body. It has expended $2,500 in $50 death benefits since 1870.

THE HAT FORMERS' PROTECTIVE UNION of Orange, local, likewise has a $50 death benefit, raised by an assessment of 50 cents; while the HAT TRIMMERS' ASSOCIATION, whose membership consists of women, provides a benefit of $4 a week for its sick sisters; $200 having been thus appropriated since 1885.

In fact, there are very few unions, local or national, which do not make some provision for its unfortunate members or their relatives in case of death—small though this aid is in many cases. The members of the HARNESSMAKERS' TRADE BENEVOLENT ASSOCIATION of the city of Newark, if unable through sickness or other disability to follow their usual business, are entitled to receive the sum of $3 per week; and provision is also made for funeral expenses. In death benefits $60 have been expended; and $6.25 in sick benefits.

THE SHIPWRIGHTS' AND CAULKERS' ACCIDENTAL RELIEF ASSOCIATION of Camden allows sick, accident and funeral benefits. It has expended altogether $278 in funeral expenses, and $337 for its sick, and has loaned for other relief purposes $680, which has not been repaid.

THE BARBERS' PROTECTIVE ASSOCIATION of Newark pays $50 in case of death. Total amount expended, $250.

THE PLUMBERS' INTERNATIONAL UNION, No. 12 of Newark, disburses $100 in death benefits. In case of sickness, $5 weekly is allowed. Total sick benefits since 1885, $100.

THE LABORERS' PROTECTIVE UNION (hod carriers), No. 1, Newark, has spent $300 in death benefits and $200 in donations to other organizations on strike. Its officers' salaries amount to $76, and hall rent to $60 per year.

The Orange association is a year old and has had three funerals. Expenses, $90.

The report returned from the hod carriers' union in Jersey City is as follows: "In sickness, $5 per week is allowed, and $75 in case of death for funeral expenses, which latter sum is raised by assessments of 25 cents. The balance unexpended goes to the general fund, from which is also made up any deficiency. The

income of this society for the first six months of the year was: Dues at 25 cents per month, $432; one funeral assessment, $67.75. Total, $499.75. The expenditures included two sick benefits ,$50, and hall rent and printing, $52."

THE LABORERS' PROTECTIVE UNION of Montclair, out of an income of $150, in 1886–7 donated $40 to support outside strikes—in Orange and Chicago. And here are some of the items of expenditures of a few of the hatters' local unions, during the year:

Associated Hat Finishers, Newark: Hall rent, $90; officers' salaries, $431.75; committee work in interest of organization, $235; expenses of delegates to national convention, $392; strike donations to other organizations, $75; national assessment and current expenses, $200.

Union Hat Makers, Orange: Hall rent, $100; officers' salaries, $360; donations to other organizations, $150; strike appropriation to Philadelphia hatters, $111; label assessment, $15.60.

Associated Hat Finishers, Bloomfield: Secretary's salary, $40; appropriated to campaign fund, $25; hall rent, $50; strike donations, $50.

Hat Pouncers, Orange: Officers' salaries and incidental expenses, $95.

The "BENEFIT INSURANCE ASSOCIATION OF THE KNIGHTS OF LABOR" is under the management of the General Treasurer and General Executive Board of the order, and seeks "to provide aid, in the spirit of co-operation, at the lowest cost, to the families and dependents or needy relatives of a member, at his death, by the payment of a stipulated sum of money by each surviving member." The department was established in 1881, but under a plan which proved to be an utter failure within a few years, because sentimental: its projectors believing that the officers of the several local assemblies would only certify the application of those whom they knew to be in average good health and able to pursue their daily vocation. As a matter of fact, reported the General Treasurer in 1887, "members were admitted without inquiry as to their health, and in consequence many invalids procured certificates. Applicants have been certified as in good health, who were known to

have had a stroke of paralysis, while others were actually dying." A new plan was accordingly put into force May 1, 1887: a medical examination is now required and graded assessments according to age are levied. Members at all times pay their proportionate cost of insurance. "New or young members will never be required to pay more than cost in order that old members may pay less than cost." The membership fee is $2, and annual dues, $1, besides pro rata assessments according to age of member: From 18 to 25, 70 cents; 25 to 30, 79 cents, and so on, a member 70 years of age paying $5.60. Membership is restricted to those in good standing in the Order of the Knights of Labor, of temperate habits, between the ages of eighteen and fifty years, who pass the required medical examination. The benefit is $1,000, provided this sum be collected; otherwise only the amount of assessments. The total amount expended under both plans during the year ending June 30, 1887, was $12,270.63, which included all expenses and commissions. Fifty-seven members, holding sixty-seven certificates, died during this period. The total membership did not exceed 500.

In addition to this, the General Investigator of Woman's Work and Wages, Mrs. L. M. Barry, has formulated a plan for a WOMAN'S BENEFICIAL DEPARTMENT, which is to be controlled by women belonging to the local assemblies of the order in the different localities. These associations are to have a director, subdirector, recording secretary, treasurer and three trustees, who constitute the finance committee. The following plan of working and recommendations have been issued:

"Admission to membership, 25 cents. No monthly dues except such portion of your present monthly dues to your local as you may decide to set by for this purpose. If the assistance fund has been abolished by your district assembly, take that amount per capita and place it in the treasury of your beneficial department.

"Sum to be paid in case of sickness or accident not less than $3 or more than $5 per week. Sum to be paid at the death of a member, not less than $75 or more than $100. In case a member be out of employment, who is without means, homeless and friendless, she shall be provided with a respectable boarding-place until she gets work, and every effort shall be made by officers and members to secure her employment.

"No person shall be entitled to receive benefits until they have been members in good standing six months. And in case a member goes from her home to another locality where this feature has been established, she shall be accepted to membership

and entitled to full benefits by presenting the proper vouchers. If there be no beneficial department in the locality to which she goes, she shall still be entitled to all benefits by payment of dues to her own local.

"Having gone thus far, the officers and members shall, with the assistance of their locals, proceed to give such entertainments as are most popular in their vicinity—such as a ball, a fair, a series of lectures or entertainments—the proceeds of which shall be placed in bank as a basic fund, thus avoiding the necessity of levying an assessment, for the first year at least. After that the department will have increased in membership, so that if an assessment becomes necessary it will be but a trifle on each individual. All money placed in bank must be in the name of all officers of the department. All orders for money drawn must be signed by all the officers."

But this is by no means the extent of the benevolent features of the Order of the Knights of Labor: The "ALMONER" plays an important part in the local assemblies and "alimony," or relief to the distressed, is often extended from the regular funds in the treasury, but more frequently by individual voluntary contributions. The constitution provides that:

"It shall be the duty of the almoner to visit all distressed members immediately on being informed, and relieve as the case demands; report all transactions quarterly, concealing the names of the recipients, unless called for by a majority vote of the local assembly; to notify the local when funds are needed, and counsel with the master workman in all cases of doubt."

At least twenty of the local assemblies also have benefit features, independent of the general insurance association. The Workingman's Beneficial Society, of Hammonton, for example, is an annex to the K. of L. local. It started in 1880 and has a funeral and assistance fund. The relief granted since April, 1884, has amounted to $106.85. The funeral benefits, since July, 1881, have aggregated, $125. The benefits are $50 on death of a member and $25 on that of his wife. There is a balance of $325 to the credit of the funeral fund in the treasury.

The Stone Cutters, Trenton, pay a funeral benefit of $50.

Iron Workers, Warren county: Set aside five cents per member monthly for an assistance fund.

Machine Printers (Wall Paper), New Brunswick: A member is entitled to benefits after a year's membership.

Woodbridge, Mixed Assembly: The death benefit is $50 or $60.

The assembly has always responded liberally in aid of strikes or lockouts, contributing as much as $70 one time.

Tin smiths, Newark: Have spent $60 in sick benefits.

Steel Workers, Newark: Provide a sick benefit of $6 per week. Have spent $500.

The Thread Workers (Cotton Spinners), of Newark, are also organized into a separate beneficial association, which pays a $5 weekly accident and $50 death benefit. Total expended since organization in 1884, $300 and $150 respectivcly.

Trunk Makers, Newark: Death benefit of $75. Total paid out, $250.

Hatters, Milburn: $50 death benefit. Have had two deaths.

House Painters, Hudson county: A sick benefit fund is accumulated by a monthly 5 cent contribution per member. Total dues, 30 cents per month. For the first six months, from April to September, 1886, the expenditures were $321.72, as follows:

Rent of hall for regular weekly meetings	$36 00
Stationery, etc	1 72
Almoner, for sick benefits	17 75
Supplies for and maintenance of organization	48 25
Extra rent of hall during strike	6 00
Extra expenses otherwise during strike	25 00
Relief to members during strike	138 00
Money appropriated for strikes throughout the country	49 00

The Eccentric (Stationary) Engineers, Hudson county: Have a sick benefit fund to which twenty-five cents a month is contributed per member. There was paid out for this purpose since May, 1885, $175. About $2,000 has been appropriated for strikes, and $45 for a library.

Florists and Gardeners, Hudson county: Collect 40 cents in dues per month per member, of which 15 cents is set aside for a sick fund. Total income of fund since March, 1886, $107, of which $15 has been expended in relief.

Hudson County Surface Railroad Employes: Keep cigars for sale at meetings. The proceeds go to a sick fund. The sick benefit, $5 per week, is paid, in case of sickness of longer duration than one week. When members are out of employment, special appro-

priations are made from the treasury or otherwise. The income of the first six months of the association, organized in March, 1886, was $268. The expenditures amounted to $250.75 :

Maintenance of organization	$43 00
Hall rent	72 00
Postage, etc.	10 75
Out-of-work appropriation	18 00
Sickness benefit, (11 weeks)	55 00
Appropriation for Boston strike	25 00
Legislative committee to Trenton	27 00

Hog Butchers, Hudson county: Expenditures for the first six months of the year amount to $401.60 :

Hall rent and maintenance of organization	$96 60
Appropriation to New York butchérs	200 00
Appropriation to locked-out Massachusetts shoemakers	50 00
Benefit of sick members	75 00

The Coral Association, Hudson county, a mixed assembly of laborers, florists and others, numbering 150, and organized in October, 1886, has a contingent fund to assist distressed or sick members. This is recruited by receipts from picnics, balls and other entertainments. They have expended $34 and have a balance of $180 on hand.

The Lady Washington Assembly, flax and jute workers of Paterson, is composed entirely of females. It was organized in February, 1886, and its members have striven hard to better their condition. The sum of $900 has been expended for benevolent purposes, mostly through the almoner.

Local Assembly 31, of Camden, the oldest K. of L. organization in continuous existance in the State, and at one time having a membership approximating 1800, has spent over $2,000 in "alimony" since its start in 1873. And sixteen other South Jersey local assemblies, few of which were organized before 1885, whose aggregate membership is 1,300, have in the same way given about $1,000 to benevolence. But their strike contributions have been as liberal, judging from the reports from some of these locals: Millville Mixed Assembly has spent $1,000 in strikes, which

includes donations from the General Executive board; Gloucester city cotton weavers, $60; iron workers, $40; Beverly shoe operatives, $522, some of which was contributed by the district assembly and other locals, and Gloucester city cotton operatives, $200—in all, $270 went to benevolence and $1,822 towards the support of strikes.

In Warren county, two assemblies with an aggregate membership of 800 since organization in 1885, contributed $475 to alleviate the distress of needy members. One of the Hunterdon county mixed locals, having 100 members, spent $97 for the same purpose during the past year. Six of the local assemblies in Mercer county, with a membership of 1,500, report their total alimony outlay from 1885 to 1887 at $975. In the latter county the special strike assessments averaged fifty cents per member in 1886, which was exclusive of the regular "assistance fund" of twenty cents per member—a district assembly tax devoted generally to assist in maintaining strikes or employes locked out. From a like fund District Assembly 103, Middlesex county, took $900 in the spring of 1886 to aid the locked out shirt ironers at Jamesburg.

In Union county, seventeen of the local assemblies, with a total membership of 3,600, spent $2,350 in alimony and $5,714 in strike donations, mostly in 1886–7. This latter sum was generally raised by special assessment and was exclusive of the D. A. assistance fund contribution. In addition to this, the co-operative donations amounted to $1,400 in this district. Here are some of the reports from the Elizabeth assemblies, most of which are mixed locals:

"We have paid $139, on account of benevolence and $837, in aid of authorized strikes or lockouts. All of this was collected by assessment, in addition to our proportion of the regular district assistance fund. This local and its individual members contributed $480 to the co-operative factory for making overalls. From the district assembly, $840 was obtained for this object." "Needy members are helped out of the treasury. Expended $110 in assistance and donated $130 to the coal handlers." "Assistance, $85; coal handlers, $414." "Benevolent purposes, $150; coal handlers, $203." "For relief, about $60; coal handlers' donation,

$85." "Assistance, $450; coal handlers, $278." "Contributed, $98 last year towards coal handlers' strike; about $100 paid out in alimony." "For alimony about $18; coal handlers, $54." "We gave $30 to coal handlers, $18.75 to Newark leather workers, and $12 to alimony." "We have spent in the relief of poverty among our members, in consequence of causes other than authorized strikes and lockouts, $418. Perhaps $100 of this was given to members from other parts who came here looking for work. To aid the striking coal handlers on the Reading and Central docks, in last winter's struggle, $2,000 was raised by direct assessment—25 cents per week per member." "To help members in need," reports the Ladies' Benevolent Legion, "we have granted $130. The coal handlers also received $102."

The figures given above are only estimates of the amounts expended and cover but a part of the local assemblies included in the districts referred to. Passaic is the only county from which approximately complete returns have been obtained and those only for the year ending June 30, 1887, when the total Knights of Labor memberships averaged 5,000* in the different local assemblies belonging to District 100: $34,024 were disbursed in local strike assistance, $736 in relief of destitute members and $2,588 donated to outside organizations, a large proportion of this latter contribution being used for strike purposes. Still, the local strike funds were not all recruited from the regular dues† and special assessments on the Passaic knights, but include $2,000 received from the General Executive Board of the order and donations from sympathizing individuals and unions. Making due allowance for this outside aid, it is probable that not less than 70 per cent. of the local receipts was spent in strike assistance, 9 per cent. in relief of sick and destitute members, and the balance for the general purposes of the assemblies. Nevertheless, it must be borne in mind that this year was especially prolific of expensive strikes in Passaic county. The same may be said of Essex county, which is under the jurisdiction of District Assembly 51.

The amount of money spent locally, either in carrying on the

* Since organization, these assemblies have had a membership exceeding 10,000.

† Averaging $3 per member per year.

regular work of the organization or in sustaining strikes or resisting lockouts, far exceeds the expenditures of the general or national officers, which amounted from July, 1886–7, to $472,108, over one-half of which ($241,283) was used up in donations granted by the General Executive Board to assist local and district assemblies in supporting members either locked out or on strike; "yet," comments the General Treasurer, "it was far from being sufficient to supply their wants, in consequence of which they were defeated in most cases." From which state of facts he draws the conclusion, that the order "should avoid strikes if possible, for if a point is gained it is at a considerable loss; but when our members are locked out solely on account of their membership in the order, they should be financially assisted to the end, and the Board should be empowered to provide a fund for that purpose *only*." The receipts of the general treasury, at Philadelphia, during the year were $241,299—just about equaling the strike expenditures; but the balance on hand on July 1, 1886, brought the total amount up to $497,656, the bulk of which came from regular dues (per capita tax) and special assessments. This is only a fraction of the sum collected for local purposes of the order: The average regular dues per member are $3 annually, of which twenty-four cents is sent to the general treasurer, and the special assessments are in the same proportion.

For a long time after the adoption of the first constitution and the organization of the General Assembly, as the highest tribunal of the order, in 1878, no strike legislation, except requiring each local assembly to accumulate a "resistance fund,*" was attempted by the national organization: the district assemblies being given full power to decide all local controversies and "provide such other legislation as may be deemed necessary for the good and welfare of the order." In 1882, it was expressly provided, that "neither the General Assembly nor any of its officers can legally approve, sanction or authorize a strike by any local assembly or district assembly in the order, and no assessment can be levied upon the order or any portion of it by the Executive Board of the General Assembly, or any of the grand officers, for the support of any strike; but

* Of 5 cents per member monthly.

nothing herein shall prevent the Executive Board of the General Assembly from authorizing the Grand Secretary to issue an appeal for voluntary contributions in aid of any district or local on a strike. * * No strike shall be legalized by any district or local assembly until all efforts to settle the difficulty by arbitration have been exhausted." At the special session of the General Assembly in the spring of 1886—the beginning of the great strike period, when the whole order was being involved in labor disturbances of merely a local interest—the General Executive Board was given a very extensive veto power on the action of the local organizations. But this power was again considerably curtailed the following year, leaving the General Executive Board with "full and complete authority to effect a settlement in any strike participated in by members of the order only when called upon by the local, district, national trade, or State assemblies participating in the trouble;" and to minimize as much as practicable the danger of local organizations undertaking unnecessary strikes, the establishment of a so-called "assistance," or resistance fund, formerly compulsory, was made optional with any local, district, national trade or State assembly.

The other strike regulations now in force are:

"District assemblies may adopt such rules and regulations in regard to strikes as they deem best, not in conflict with the constitution; but no strike shall be entered into or authorized until every possible effort has been made to settle the difficulty by arbitration.

"An executive board shall be established in each district asssmbly, which shall have power to accept or reject the terms offered by the employers in any contemplated strike or lock-out affecting the district assembly or any of its locals, subject to such laws as the district assembly may have adopted, and subject to the laws governing State assemblies, if attached thereto, and to the general laws of the order.

"No strike shall be declared or entered into by any member or members of any local assembly without the sanction of the executive board of the State or district assembly or local assembly under the General Assembly, as the case may be; and the master workman of the State or district assembly may demand the charter and books of any locel that violates this law.

"A local assembly engaging in a strike without the permission of the district assembly to which it is attached shall forfeit its charter.

"A district assembly engaging in a strike without the permission of the State assembly (if so attached) to which it is attached shall not receive assistance of any kind from said State assembly.

"A State, district, or other assembly, or other branch of the order working directly under the authority of the General Assembly, engaging in a strike without the sanction of the General Executive Board, shall not receive assistance of any kind from any branch of the order outside of that engaging in said strike.

"When a grievance of any kind has been submitted to a local, joint local, district, or State executive board, the decision of said board must be obeyed, subject to the penalty of suspension for insubordination."

Distributed all over the State are a great many local beneficial and mutual aid societies, composed largely or entirely of wage-workers, but otherwise having no connection with labor organizations or the labor movement, no more than such exclusively benevolent and general societies as the Ancient Order of United Workmen (A. O. U. W.), the Legion of Honor, Royal Arcanum, United Order of American Workmen (U. O. A. W.), and the like.

Reports from a few of these may not inappropriately, though, be inserted here:

THE SHETTERVILLE SICK BENEFIT AID SOCIETY, at Millville, was organized January 22, 1874, with 50 members. It is composed entirely of employes of the South Millville Flint Glass Works. The dues are 25 cents monthly and the benefit $3 per week, after the first week, during the time the member is incapacitated for work. Since May 17, 1884, this society has paid $800 in sick benefits. At present the membership is 55. It has never failed to live up to its promises, and at one time had a surplus of $600 in the treasury. No medical examination is required as a pre-requisite to joining, but only apparent good health—a fact determined by a committee appointed for that purpose.

These employes have also a Funeral Aid Society, which was organized, at the same time, with 60 members. Fifty cents is paid as an initiation fee and 50 cents as assessment on death of a member or his wife. The sum of these assessments is paid to the representatives of the beneficiary or to the member in case of the death of his wife. This association now has 140 members. Since May 9, 1883, there have occurred 15 deaths, on account of which $975 was paid out as death benefits. There is no record for an earlier period in existence; but it is estimated that the total amount of benefits

paid since organization has been $2,500. The same qualification for membership as in the Sick Aid Society holds good.

At Vineland, 50 employes in a shoe factory have a beneficial society, which has been in operation about a year and has paid $170 in sick benefits. The benefit rate is $10 per week for six weeks, accumulated by per capita assessments of 20 cents.

The Furnace Funeral Aid Society, Millville, was started February 5, 1886, with 186 members; it now has 244. Its membership is confined to employes in the cotton factory, bleachery, iron and window-glass works. No medical examination is necessary, all employes able to work being taken in. The initiation fee is 50 cents; and the assessment rate also 50 cents upon death of a member or his wife. The benefit is the total assessments collected. On account of the four deaths since its organization, $480 have been paid.

The Glasstown Funeral Aid Society, Millville, confines its membership to the employes of the Green Bottle Works. It dates back to February 26, 1882, when 180 members joined. It now has 212. Similar rules and assessment rates as in the preceding organization are in force. In all $2,510 in funeral benefits have been granted. Twenty-five assessments have been necessary.

THE BROTHERHOOD OF THE UNION, although not protective, should be classed as a labor society, for it has been a great educator of the members of these organizations. It was the inspiration received from the Brotherhood that induced Stephens to found the Knights of Labor, whose principles are largely drawn from it. No political or sectarian religious discussions are permitted. It is "an organization of men of all creeds, sects and nationalities, banded together not only to give pecuniary assistance in time of necessity, but to teach man's duty to his brother-man, in that sublime truth which addresses itself alike to the strong man and the little child, to the stripling in the vigor of health and the aged man trembling on the verge of the grave: 'God is Love and all men are His children.'"

"The Brotherhood has ever held that the American continent should be the homestead of the free, the Palestine of redeemed

labor, and that the public lands should be held as a sacred trust, allotted to the actual settler in limited quantities, free of cost, but that they should *never even be sold* to the speculator."

It "finds that an inequitable distribution of nature's bounties and man's handiwork support the few in pampered luxury, while the many are left to wear the chains of homeless, hopeless toil, with no refuge but the grave;" and it is "the mission of the Brotherhood to right these wrongs."

It teaches "that, while it is no crime to be rich, wealth rightfully acquired is the saved fruits of past labor, and therefore holy; as indicating care and industry in the past, commendable; yet the abuse of the power that wealth gives is contrary to the principles of Brotherhood, and is therefore to be enjoined.

"These lessons of humanity and of justice are accompanied with practical instruction in the principles of combination and co-operation by the workers, that they may become their own employers, the gleaners—not of wages only, but of the full fruits of their toil

"Thus, the Brotherhood of the Union is a school of labor, where the equity that should rule the buyer and the seller of the products of toil is taught—such equitable distribution as may secure comfort, if not affluence, to all; that wrong and want shall be banished from the land and every son and daughter of earth be secure in possessing the reward of their toil—the possessors of free and happy homes."

The order was founded in 1849, and since then has spread all over the union. It is much favored by the Knights of Labor, especially in Camden, where there are three "circles," aggregating 700 members, and where it has done much to encourage the co-operative movement. There is a woman's annex to the Brotherhood, called the Home Communion. The Camden branch numbers 300 members.

Any fifteen men of good moral character who believe in God, who vow to defend the American union and to uphold the rights of labor, may obtain a charter for a "circle" of the Brotherhood of the Union; it matters not from what part of the United States or from what quarter of the American continent the petitioners may hail.

In 1887, J. Burnett, Esq., the "Labor Correspondent" of the Board of Trade, England, made a comprehensive Parliamentary report on the workings and financial results of leading trades unions throughout Great Britain. This report contains a very interesting account of the "history and objects of trades unions," supplemented by exceedingly valuable statistical information, from eighteen of these societies, running over a period of thirty-six years—from 1850 to 1886. The well-known statistician, Mr. Giffin, in an introduction to this document, observes: "It has been found possible to obtain particulars, more or less complete, suitable for tabulation, as to no fewer than 18 societies, which are, no doubt, a small number of the total trades unions in the country, numbering 252 by the latest return of the Registrar of Friendly Societies, but are still sufficient to exhibit the general working.*

"Summary tables are prefixed to special tables, each dealing with a trade society. The amount of contributions for all purposes is shown in the second table, the sum ranging as high in some cases, where the membership is also large, as £3 per head and upwards, while amounts of over £2 per head are also common. On an income of 30 *s.* per week, or about £78 per annum, a contribution of £3 would amount to about 4 per cent., and on £2 per week, or £100 per annum, it would still be 3 per cent. The per centage of their earnings, therefore, which workingmen set aside for the miscellaneous necessities, against which they have to insure, is apparent on the surface of the figures. In some cases, they must pay a good deal more than 3 or 4 per cent. to provide against the chances of their life, and if there is to be saving at all in addition, the net earnings available for expenditure must be a good deal less than the gross. Another summary table exhibits these chances more directly: The table bringing together the per centages of the members of the unions provided for by the different benefits, viz.: unemployed, sick and superannuation. It will be noticed that the percentage of unemployed runs up to very high figures indeed, as much as over 20 per cent., while figures between 5 and 10 per cent. are not uncommon; that the percentage of sick ranges between 2 and 3 per cent., while there are higher figures, and that the per-

*Mr. Giffin estimates the total trades union membership at 600,000.

centage of superannuated in the older societies also tends to be over 2 per cent. These chances working men would have to provide against by some other means if they did not provide for them by trades unions. The provision against them is a necessary deduction they must make from their gross earnings, if they are not to run the risk of pauperism."

Below is given a summary of the results of Mr. Burnett's investigation for the year 1886. The English currency is reduced to its U. S. equivalent. The largest and most important of the unions from which statistical information is reported is the Amalgamated Society of Engineers, formed in 1851 by the amalgamation of all the sectional societies of the engineering trade, some of which had existed from the year 1823. Duing the three years from 1878–80, this organization was called upon to meet an expenditure of nearly $2,500,000. During the thirty-six years of its existence it has spent $6,500,000 in unemployed benefits, which is an average cost of nearly $210 per member for the whole period. To sick members it has paid $2,900,000, or $80 per member. To those incapacitated by old age it has allowed $1,835,000, or $40 per member. Accident cases, resulting in total disability, have claimed $225,000, while funeral allowances have absorbed $910,000, or $25 per member. These make a grand total, in regular benefits, of nearly $13,000,000, or $370 per member. In 1886, the aggregate disbursements were $900,000.

During the twenty-seven years of its existence the Amalgamated Society of Carpenters and Joiners has expended in relief a grand total of $3,185,000, or $250 per member. Of this amount the trade privileges (dispute) benefits footed up $375,000, or over $25 per member. In 1886 the total expenditures were $400,000.

The United Society of Boiler Makers and Ship Builders was formed 52 years ago. From 1867 to 1886, it expended a total of $3,025,000 for benevolent and provident purposes, and $300,000 in trade disputes. In 1886, the total outlay was $420,000.

SOCIETIES.	Number of Members.	Per Capita Contributions.	PER CENT. OF MEMBERS RECEIVING:			AMOUNT PER CAPITA PAID FOR:		
			Unemployed Benefits.	Sick Benefits.	Superannuation Benefits.	Unemployed Benefits.	Sick Benefits.	Superannuation Benefits.
Engineers	52,019	$15 58	7.4	2.5	2.8	$7 89	$2 84	$3 17
Carpenters and Joiners	24,979	14 07	7.8	2.5	.66	7 93	3 41	61
Steam Engine Makers	5,079	10 90	5.8	2.2	1.7	5 57	2 60	1 45
Iron Founders	12,037	16 76	13.09	2.9	3.60	13 28	2 52	2 91
Boiler Makers and Iron Ship Builders	26,776	11 06	22.2	3.3	1.00	6 78	3 80	74
Boot and Shoe Rivetters and Finishers	7,944						1 87	
Coach Makers	4,540					5 58	4 01	3 55
Pattern Makers	1,279	8 47	9.6	1.5		8 62	1 60	
Bricklayers	6,393	6 95					3 56	08
Iron Moulders (Scotland)	5,636					12 57		2 26
Compositors (London)	6,585	7 70	11.2		1.2	4 02		
Bookbinders	910	9 82				6 64	2 31	31
Blacksmiths	2,091	8 65	14.4	3.7	0.71	6 81	2 48	46
Cabinet Makers	1,052	13 94				8 76	1 58	
Cotton Spinners	15,527	15 26				4 50		23
Railway Servants	9,609	4 70				28	09	
Stone Masons	10,493	6 49					7 43	1 83
House Decorators and Painters	1,067						3 57	

This chapter would be incomplete without some mention of the merits of a very able contribution on "The Benefit Features of American Trades Unions," by Prof. Edward W. Bemis, in the June, 1887, number of the *Political Science Quarterly*. After an elaborate review of the subject, the author concludes:

"In the course of a recent somewhat extended investigation of co-operation in New England and the Middle States, it fell to my lot to visit the headquarters of many of the divisions of organized labor, and great was my surprise to find the extent to which they were assisting the needy and finding work for the unemployed. The writer had a good illustration of the working of the employment bureau, which is fast assuming prominence in the best unions, when visiting the headquarters of the Chicago Typographical Union, No. 56, in March, 1887. The head of a printing and engraving company in Chicago called to get a competent engraver. The secretary of the "local" could recommend two men, and was not positive that either would be entirely competent for the difficult work required, but promised to send them to the company at once on trial. Many members called to see if any one had applied for their services, and others to report how they were succeeding in the places to which they had been sent—valuable work this! and the faults of unions that do this kind of service to the community may be looked on with considerable charity.

"At the headquarters, likewise, of the Brass Workers' Union, in New York city, I observed that those in search of work reported their address and the kind of work in brass that they were best fitted for. Employers come here for help of any particular grade: workmen need not stand about the street corners waiting for work, or tramp the city in search of it, or incur expense for advertising, and the employers are saved much annoyance. The oversight of this employment bureau and of relief to the destitute seemed one of the chief occupations of the much, and in some cases, no

doubt, justly derided "walking delegate." In Minneapolis, fifteen hundred miles away from New York, the same thing was observed. It was the testimony there of a competent and unbiassed authority that the Knights of Labor and the other labor organizations rarely failed to succor the needy or procure work for the unemployed of their members, and even in some cases for unorganized labor.

"It is not within the province of this article to do more than call attention to the self-evident fact that by furnishing an opportunity for social relaxation in the rooms of the unions, which are almost always open, the great temptation to linger about saloons and low resorts loses much of its power. Not only is temperance promoted but the mutual distrust of the individual workman is removed, and they are then prepared for all those forms of intelligent co-operation by which higher forms of industrial action are made possible. Far be it from me to defend many of the reckless, ill-judged actions of some of our labor organizations. Organization of any kind is simply a weapon. Whether it shall be a benefit or a curse depends upon the intelligence of the members. They, and not the organization, are responsible for abuses. In a large measure also the rest of society is responsible for allowing such ignorance and lack of wise training among us as to render these abuses possible. Danton was right when he said: 'If you suffer the poor to grow up as animals, they may chance to become wild beasts to rend you.'

"But the facts cited in this article are encouraging as showing the way in which the good is replacing the bad in the ranks of united labor. The experience of England gives good ground to expect that with the growth of our labor organizations most of their abuses will disappear and conservatism become the rule. In 1880 the special agents of the United States Census were able to report national benefit features in only five unions, where 13,032 members spent $53,843.83 in various forms of relief. What a contrast to the expenditure now reported of fourteen times as much among fourteen unions which embrace eleven times as many members, to say nothing of the vast extent of the system of benefits among the local branches of these and other large labor organizations! The time seems surely approaching when American labor organizations will resemble the British, seven of the largest of which spent only two per cent. of their income in 1882 in strikes, and only eight per cent during the previous six years of depression."

PART IV.

SOME FURTHER DETAILS OF THE HISTORY, SUCCESS OR FAILURE OF THE LABOR ORGANIZATIONS OF NEW JERSEY.

INFORMATION CONCERNING THE ORGANIZATIONS IN TRENTON; THE KNIGHTS OF LABOR IN SOUTHERN NEW JERSEY; ESSEX, PASSAIC AND UNION COUNTIES; OTHER LOCALITIES; THE TRUCK SYSTEM; APPRENTICESHIP; THE CO-OPERATIVE MOVEMENT; WOMAN'S WORK AND WAGES.

PART IV.

SOME FURTHER DETAILS OF THE HISTORY, SUCCESS OR FAILURE OF THE LABOR ORGANIZATIONS OF NEW JERSEY.

In the preceding two chapters was given a sketch of the protective, defensive and provident policy of our labor organizations, with some general historical facts. The following pages are largely devoted to the local history of labor organization in New Jersey as far as has been reported by prominent representatives of Knights of Labor assemblies and trades unions: The direct and indirect effect on wages, apprenticeship regulation, the success or failure of co-operative attempts as well as of some aggressive movements on the part of the members, not related in other portions of this report. Attention is also called to the statements of the General Investigator of the Knights of Labor, on the condition of women wage workers, at the close of the chapter.

LABOR ORGANIZATIONS IN TRENTON.

The earliest known labor organization in Trenton, and, perhaps, in the State, was the union of stone cutters, started, in 1833, at the time when the building the New Jersey State Prison was in progress—a period when wages were $1.25 per day and men worked from sunrise to sunset. With organization, they obtained $1.50 for a work day of ten hours. After that the union exerted but little influence, industrially, till 1865, when wages advanced to $1.75 and soon afterwards to $2.25 per day. In 1869 they had risen to $4.00, but the business depression which began in 1873 brought them back again to $1.50 and $1.75. This lasted till 1878, when the daily rate for stone cutting was $2.75, which was in-

creased to $3.25 two years later. In 1886, $3.50 for 9 hours' work was asked, and this was conceded by the employers without a contest.

The stone cutters, in 1873, made an effort to reorganize their union into a Knights of Labor local assembly, No. 22, but, on account of the opposition of the Stone Cutters' National Association, did not succeed. In 1887 another attempt was made and with better success, for the local is now in a very flourishing condition, numbering 100 members.

In 1850 the first printers' union was organized in Trenton, but led a sort of precarious existence for many years, only flourishing during the busy season at the State capital. Since 1864, however, when it was chartered as No. 71 of the International Typographical Union, it has prospered, and it is the boast of the members that during the past twenty years the Trenton union has never failed to send a delegate to the annual sessions of the general organization. The card system is strictly adhered to, every office of any note in the city being a union office, under its jurisdiction; and during its long period of existence little difficulty has occurred between it and the employers. Although there have been many changes in the scale of wages, only one serious disagreement has taken place in ten years: In 1869, the union demanded an increase of wages from $14 to $15 per week for time workers, and from 30 to 35 cents per thousand ems. This resulted in a strike lasting two weeks, when the new scale was conceded in all the job and but one newspaper office, which was run with non-union hands for three months. Then a settlement was effected and the non-union employes discharged. The minimum wages at present are $14 per week and 35 cents per thousand—fully 25 per cent. higher than where no union exists. Some individual members earn as much as $18 and $20 per week.

The local unions of the carpenters and joiners (1882) and of bricklayers and masons (1887) and all the present existing labor organizations are of comparatively recent date, although some branches of the potters had a trades union as early as 1862—a

time when the pottery industry first began to assume any considerable proportions. This potters' organization had accumulated a very respectable defense fund, but it was exhausted in a strike which occurred in 1864 because of the refusal of the employers to grant the flat pressers an advance in prices for making saucers. The strike lasted several weeks and resulted in a compromise favorable to the men, but also in the breaking up of the organization—an event, nevertheless, due more to lack of interest of the members than to other causes. Four years later, in the summer and fall of 1868, a successful attempt was made to form the different branches of the trade into separate unions of hollow-ware pressers, flat pressers, mould makers and kilnmen, but these organizations also came to grief, within a year, as the result of a successful lockout by the employers. During the winter of 1868-69 various reductions in wages were attempted by the manufacturers, and on the refusal of the employes to work for the prices offered a general lockout ensued in all the potteries controlled by the employers' association. This continued till September, when the hands returned to work on the manufacturers' terms, except that the latter agreed to abandon the ticket-of-leave system. In this contest the workers' unions spent $3,500 in assistance.

In November, 1874, a general meeting of the pottery operatives was held to protest against a proposed reduction in wages ranging from 10 to 20 per cent. A resolution was adopted which in effect declared, that if the employing potters persisted in their determination, the operatives would petition Congress to reduce the tariff on crockery to a revenue basis. This action induced the manufacturers to give in to their employes, who resumed work at the former rates. Another result was the organization of the Operative Potters' Beneficial Association, subsequently divided into branches of the hollow-ware pressers, flat pressers and kilnmen. After an existence of three years, the associations took part in the struggle between employers and employes, which began in January 1877, and lasted sixteen weeks. The workmen, who had refused to accept a new price list, were locked out, made a stubborn resistance, spending upwards of $4,000, and were finally compelled to yield. On October 9, 1879, the central association held its final meeting,

donating $31.50 in its treasury to the hollow-ware branch. Soon after this all the branches were disbanded, and there was no further organization until 1882 when the first potters' local assembly of the Knights of Labor, the hollow-ware pressers, was formed. This was followed, in 1883, by the assembly of kilnmen, dippers and saggermakers; and in the ensuing year the decorators were organized. In the spring of 1885, the effort of the manufacturing potters to reduce the wages of their workmen led to the organization of every branch of their trade into K. of L. assemblies, which in the summer of 1886, united with the potters' assemblies in the country to form National Trade District, No. 160, composed of all the operative potters in the United States.

This difficulty was satisfactorily settled by a conference between committees from the Manufacturers' association and outside local assemblies, and the General Executive Board of the order: a compromise price list was accepted which only reduced wages, on an average, five per cent., instead of from ten to twenty-five per cent. as the one proposed by the manufacturers would have done. Since then, this custom of arbitrating disputes by the committees of workmen and employers has become quite general in the pottery industries, and as a result many serious disturbances have been avoided.

In no other locality in the country have organized workmen met with less hostility than in Trenton either from employers or the general public—a result largely due to the spirit of moderation and conciliation which has characterized the Order of the Knights of Labor since its organization there. As before stated, the first local assembly instituted in Trenton, and in the State, was No. 22, consisting of stone cutters. That was in 1873. Shortly afterwards No. 52 was organized by the bricklayers; but both locals had only a brief existence of a year. So did L. A. 1362, a mixed assembly, founded in 1879. It was revived, however, three years later, in 1882, from which time the order had a continuous but slow growth until 1884, when a decline again set in. During this period the clerks, telegraphers and cigarmakers were organized, but these locals had lapsed at the date of the institution of District

Assembly 90, in May, 1885—a time that witnessed a revival of interest in and rapid growth of the order, owing largely to the successful settlement of the potters' dispute, above referred to, and the organization of their assemblies. In the spring and summer of that year, the workmen in the iron works, brick yards, rubber mills, saw works and woolen mills came into the order. In 1886, the number of local assemblies had increased to 21, with a large total membership, the number of members in good standing on July 1, 1886, being 3,300.

The first picnic of the order was held in the Summer of 1885, and brought into the treasury of each assembly the not insignificant sum of $124. This successful enterprise led to the idea of a more ambitious undertaking—the holding of an industrial exposition during the coming holiday season, and with the proceeds to form a building fund. It was a gratifying success, netting $8,500—a result due not only to the energy of the local committees and the patronage of the working people but also to the liberal responses which the following circular called forth, as all the articles were donated:

"The organized workingmen and women of the city of Trenton and county of Mercer, N. J., recognizing the need of a public hall for the free use of workingmen and women in this vicinity, have determined to purchase or build one for this purpose, and as a means to obtain the money to carry out this project, propose to hold, from December 18th, 1885, to January 1st, 1886, a grand bazaar and industrial exhibition of useful articles that are novel and of artistic workmanship. The organizations have each appointed delegates to represent them in a general committee to make the necessary arrangements.

"The working people here propose to prepare specimens of their handicraft for exhibition and sale, and believing that there are many other workers in the world who will appreciate our effort and be glad of an opportunity to aid us, we hereby extend to all such a cordial invitation to participate in the undertaking, being satisfied that if we are successful other localities will imitate our example, in which case we will gladly reciprocate the favor.

"We therefore invite handicraftsmen, and especially organized bodies of workingmen and women, to send us specimens of work. Every article will be labeled, while on exhibition, with the name of the workman whose skill produced it; and where any article is the joint product of a workman and manufacturer, the name of the manufacturer, firm, corporation or company, will also be attached; but in all cases we desire the name of the workmen to be furnished.

"Our request is that whenever it is possible, let the article sent be donated, so that it may be sold at public auction, at the close of the exhibition, for the benefit

of the building fund. But where any article of value is forwarded that the owner cannot afford to present in this way, we will gladly exhibit it, and when through with it return it to the owner, care being taken not to injure it while in our possession.

"Fellow workmen, in thus appealing to you we are not unmindful of the inconvenience to which it may subject you to comply with our request, but we also know something of the generosity and devotion of workmen when enlisted in a cause like ours. We do not intend this to be a mere commercial advertising show, but we believe it will afford an opportunity to those who produce any useful article to bring to the attention of the public the merits of their productions. We have a population of nearly one hundred thousand in the county, and are situated midway between the two largest cities in the country—New York and Philadelphia—and we have no doubt, judging from the interest taken by the people in this community, that the exhibition will be visited by a great many persons, and, therefore, will afford an opportunity to exhibitors, seldom occurring, to place before the public new inventions and rare articles of value.

"We ask that all kinds of craftsmen to whom this circular may be sent, and especially secretaries of all local assemblies of Knights of Labor, of trades unions and all other labor associations, will bring the matter to the attention of their respective bodies, and endeavor to enlist the co-operation of their members. Let the shoemakers send a pair of shoes, the hatters a hat, the jewelers a ring, the glassblowers a bottle or vase, the potters a dish, the silk-workers a handkerchief or some other specimen of their work, etc. The cost of this will not be felt when borne by the many, but will be the means of erecting and beautifying for our use a hall. Thus will be verified the old aphorism that 'the many can help the few, while the few can do but little for the many.'"

Another joint picnic of the local assemblies during the summer following increased the building fund by $2,500. Then a hall on Broad street was purchased for $22,000, of which $10,000 was paid in cash and the balance secured by a mortgage. A part of this debt, $2,000, has since been liquidated, leaving the sum of $10,000 still to be paid by the order—something which the Trenton knights are pretty sure to do, if their success in the past is an earnest of what they will accomplish in the future; and this may be prophesied, notwithstanding the fact that our statistics show that a large per centage of the members are not at present in good standing—a state of affairs, which is not exceptional to the Mercer county local assemblies. But to any one familiar with the development of labor organizations, this by no means is a proof of permanent decline. The periods of greatest activity in organization occur when employers show a disposition to reduce wages, or when, after an industrial depression, there is a revival of industry.

At such times workingmen unite for mutual protection or assistance. When such is wanting, the improvidence of the average American causes him to be indifferent to the future. "Sufficient for the day" is his rule of conduct.

In addition to the pottery dispute in the spring of 1885, two other difficulties of considerable importance have agitated the order in Trenton. That at the Star Rubber Works began on January 26, 1885. It is alleged by the employes that the superintendent was hostile to the order and that he endeavored in every way to show this enmity—a statement which is denied by the superintendent. At all events, several workmen were discharged for refusing to comply with an order transfering them to other positions in the works. This had the effect of throwing out of employment a large number of those whose work depended on that of the men discharged. All the employes who were members of the order, then quit work, making the total number out 150, whose places it was undertaken to supply with outside help; but the works were very much crippled. As a conference between the superintendent and the executive board of District Assembly 90 had no result, the latter committee appealed to the board of directors of the Rubber company. After a delay of about two weeks a settlement was effected. This substantially provided that the old employes should be put to work again as fast as there were vacancies or the business would warrant, and that grievances existing, or which might arise in the future, should first be considered by a shop committee, the latter to present them to the company. Under this agreement, a a majority of the men went back to work, and for a few weeks thereafter everything proceeded satisfactorily. Then, however, discharges again became the rule, particularly of members of the shop committee, as is asserted by the employes. After a time, a new agreement was presented to the men to sign, and on the refusal of some to do so, because they claimed that it amounted to a renunciation of their membership in the order, they were discharged. Further negotiations with the district assembly were refused by the company.

The discharge of two workmen, who had asked for an increase

of wages, and of others, who refused to supply their places, caused the trouble at the brick yard of George E. Fell, in May 1886, from which time until June 1887 no Knights of Labor were employed. Then, after a previous unsuccessful attempt, an agreement was arrived at between the proprietor and the district assembly committee: No discrimination was to be made between members of the order and other employes, and that all differences were to be arbitrated by a committee chosen by Mr. Fell and representatives of the Knights of Labor.

THE KNIGHTS OF LABOR IN SOUTHERN NEW JERSEY.

The order early took root in Camden, where, in 1873, four local assemblies were organized: Nos. 31, 54, 60 and 66, and also one at Gloucester city. At the end of the year these contained upwards of 1,000 members, and were in a prosperous condition, uniting to form District Assembly, No. 2, in 1874, which nevertheless lapsed in 1875, leaving the total membership at but 350, not, however, until the bricklayers, who made up L. A. 60 obtained a restoration of their old rate of wages prevailing up to the close of the preceding year. From 1876 to 1881, L. A. 31 was the only assembly left in Camden—an assembly, which, with the exception of three months in 1877, has had a continuous existence with weekly meetings. At one period its membership approximated 2,000. In 1879, owing to the extended revival of the order in the South Jersey towns, District Assembly No. 2 was reorganized with 13 local assemblies attached. It has since extended its influence greatly, attaining its greatest numerical strength from 1885-6. At present there are 23 local assemblies under its jurisdiction, which takes in all the territory below Burlington.

The organization has exerted considerable influence outside of its own immediate sphere. In Camden in 1874 and 1875 some of the city officers owed their election to their connection with the Knights of Labor, and a city ordinance was enacted establishing the daily pay of laborers employed by the city or others in its behalf, at $1.75. The labor question was discussed publicly at mass meetings held at the Court House, and a co-operative store started as one of the results of the agitation carried on under the auspices

of the local assemblies. At Glassboro, Williamstown, Clayton, Millville and other towns a marked change was effected in the custom of selecting local officers, and in most cases these changes were a public benefit.

The abolition of the truck system is due primarily to the Knights of Labor, who not only compelled the enactment of what afterwards proved somewhat illusory prohibitions, but created a public sentiment which forced general cash payments by employers—something which the glassblowers' associations, always hostile to the practice, were unable to effect, being too insignificant numerically. It is true that in the spring of 1880, the window-glass workers, then members of L. A. 300, K. of L., secured cash wages of $12 per week, payable semi-mothly, and the bottle blowers' league was likewise successful. But this only affected the skilled workmen; to the ordinary, unskilled laborers in the glass factories no relief came until those at Glassboro forced cash payments by a successful two-weeks' strike, conducted by the local assembly there. Soon thereafter the same terms were obtained in the other South Jersey towns where the truck system had till then prevailed.

The order has been involved in a number of strikes, occurring in different localities in the district and with varying results. The most recent and notable of these were the troubles at the iron works, Millville; Cumberland Nail Works, Bridgeton; cotton mills, Gloucester City; shoe factory, Vineland, and the South Jersey bottle glass factories. A record of those which have happened during the year is given in another part of this report.

A great many of the local assemblies organized in the towns throughout this district have since collapsed, or, as it is technically called, "lapsed." In some cases, these locals had been started by the official organizers simply for the sake of the fees, which were allowed them for these services. The assembly would be instituted and then permitted to shift for itself, with the smallest possible preliminary instruction as to the aims and method of the Knights of Labor. The declaration in reference to the monetary question, in the preamble to the constitution, especially appealed to the prejudices of the advocates of the Greenback system of currency during the period from 1878 to 1880, and so in numerous instances as-

semblies were founded solely as a tender to the Greenback party. During the excitement of the campaign, the meetings were well attended, but at its close, when the interest in politics had subsided, no further attention was given to the organization. Often a neighborhood was canvassed, a meeting held and workingmen induced to join by the organizer's exaggerated statements of the strength of the order and the benefits to be derived. Many only became members in order to obtain aid to redress local grievances; others, for the sake of the advantages to be derived as politicians, who invariably created distrust and final disruption. The lack of education and the indifference of wage workers to any social movements of this kind were principal causes of the decay or total extinction of the Knights of Labor in many localities. Add to this the fact of the hostility of not a few employers, and the consequent discharge or intimidation of those who took a prominent part in the organization, and we have some of the reasons for the apparent decline of the order not only in southern New Jersey but elsewhere.

The following statements from some of the officers of the labor organizations in this district contain many interesting facts about their history and present condition:

"In Camden the carpenters, painters, ship carpenters, bricklayers and plasterers have organized into trades unions since the lapsing of local assemblies Nos. 60 and 66, although many of the workingmen connected with these trades still belong to the mixed assemblies of the Knights of Labor. There has been no antagonism between trades unionists and knights. Six local assemblies are at present in existence in Camden, composed of both sexes and of nearly every branch of industry. The oldest and most influential labor organization in the southern part of the State is L. A. 31, among whose members are some of the most devoted and intelligent in the labor movement.

"The female shoe operatives are organized into L. A. 1843, which illustrates the devotion and capacity of women to maintain organization. In intelligence and order it is not surpassed by any local composed of men.

"There are also local assemblies of oil cloth factory operatives, railroad employes and a mixed assembly of colored men."

"In Mt. Holly, Burlington county, an assembly of the Knights of Labor was organized in 1878 and for a time was well attended, its membership reaching 300. It soon lapsed, however, as little interest was here felt in the objects of the order. Its failure may also be traced to politicians and the hostility of employers."

"The Glassboro assembly was founded in 1878 and its history would fill a volume. At the time of its institution, the store order system, prevalent here for an hundred years, was still in full blast. The confidence inspired by an organization started the agitation, which in 1880 led to the complete overthrow of this imposition on wage-workers. In this struggle our assembly took a leading part. It is mainly responsible for the election of Thomas M. Ferrell, a labor representative, to the Legislature at this time—a result which was regarded as a test of the feelings of the people on the question of cash payment of wages. The act making the payment of wages in store orders illegal was passed, and Glassboro was the first place to compel its observance. For several years the influence of the order has been felt in this locality in the choice of township officers, a great many of whom have been members."

"A mixed local assembly at Quinton was started in 1879, and for a season was in a very prosperous condition. The withdrawal of the windowglass workers to L. A. 300 left it too weak in numbers and leadership to maintain itself, and in 1880 it lapsed."

"At Williamstown an assembly came into existence in 1879, and in 1880 its efforts were especially directed against the truck system, in whose abolition it aided materially. It also took a secret, though active part in politics soon after its organization, with the result of electing a Knight of Labor to every township office—something which proved in the end a most unfortunate movement, for it was held responsible for these officials, who by their incompetency or misconduct, earned public censure. As many of the leaders, who had gone to Trenton to influence the passage of the anti-truck law,

were not thereafter favored by the employers and had to get work elsewhere, the assembly soon was disbanded."

"In Bridgeton there have been six local assemblies, since the order was first founded. The principal of these is L. A. 1160, instituted in September, 1879, as a glass workers' assembly, but is now a mixed local. At one time a death benefit provision was a prominent feature of this organization, which had many ups and downs during its existence, but has made its influence felt both politically and industrially. It bore the burden of the strike of the employes of the Cumberland Nail Works, in the spring of 1885, for a ten per cent. increase in wages. The strike resulted successfully for the men, but completely exhausted all the funds of the assembly, which not only assisted the strikers financially but encouraged the local merchants to extend credit to them for supplies. These debts were all repaid."

"The Hammonton assembly, organized in 1880, is influential in all matters of local interest, and it is due to it that the best of feeling prevails between employer and employed. It has been a great benefit to the shoemakers particularly, as wages have been kept up and all disputes amicably settled by the executive board, to whom all difficulties are referred by both parties. The Workingmen's Beneficial Society is the name of the benevolent annex, which provides a funeral benefit on death of a member or of his wife."

"The first local assembly in Salem was organized in 1879, but owing to public hostility and politics, it soon lapsed. In 1886 the present one was started and has maintained an honorable existence, being conducted strictly in accordance with the economic teachings of the order."

"Millville has been called the banner city in the labor movement in this State, not so much on account of the number of labor organizations or labor troubles here. but primarily because the prevailing sentiment of the population is in favor of the labor reforms which have been agitated throughout the country. The workingmen constitute a large majority of the voting citizens, and since the

spring of 1881 the city government has been controlled by them. Trades unions have existed in Millville for nearly forty years, the glassblowers having been organized as early as 1856 and have always exerted a potent influence in this and all other movements, social and political. The earliest and most successful local assembly, No. 1316, was founded in 1879, and like similar organizations in this region rendered material assistance in the crusade against the truck system. The strike of the iron workers in 1886, lasting six months, was finally settled under an arrangement which operated to the injury of this assembly."

"The Vineland local assembly was originally started in June 1879 but two years later, chiefly because of dissensions caused by politics, lapsed. It was revived again and now is prosperous. It eschews politics but takes a lively interest in legislative matters affecting the interests of the working classes. In connection with the Brotherhood of the Union, which has a large "circle" here, a co-operative store was established but it did not succeed. Some of the members, employed in a shoe factory, have a sick benefit society."

"Gloucester City was one of the few places in the State where the order was in existence as early as 1873, but the assembly founded at that time only lived a year—a time when everything connected with the organization was kept a profound secret. That first assembly was largely made up of cotton mills operatives, and for a season had a membership of 200. From its lapse till 1883, when L. A. 4058, a mixed assembly, was instituted, and in fact till 1885, little thought was given to the labor movement by the working people. There was no organized effort to control wages, which were solely regulated by the employers, the employed submitting without a protest. The result was that the rates paid in the cotton mills fell far below those prevailing elsewhere. In October, 1885, the loom fixers at last picked up courage and demanded an increase in their compensation so as to make their wages equal to those paid in Philadelphia, and when this was refused they went on strike. The company undertook to supply the places of the strikers with

new hands—a move in which they were defeated by the refusal of the other employes to work with outsiders. A general stoppage of the mills ensued, continuing for nearly four months. Then the workingmen began to realize their helplessness without organization and came into the order in a body. The strike was conducted by the executive board of District Assembly No. 2, which furnished the necessary financial and moral support, and a settlement effected that proved of great advantage to the workmen, who obtained an increase in wages averaging 15 per cent. In 1886, three new assemblies were formed, and Gloucester City is now one of the best organized places in the State."

"The Beverly assembly was formed in March, 1886, largely by shoemakers. Soon after this, trouble occurred with the employers, which, probably, could have been averted if experienced and wiser heads had had control. A lockout ensued, from the effects of which the assembly suffered for a long time."

"In Clayton, L. A. 866 was brought together principally by glass-workers. Politicians got control of it, it was made a mere political machine, and in 1881 disappeared."

"Local Assembly 872, Malaga, was organized in 1878 and has since maintained its standing, notwithstanding many discouraging circumstances, among which was the employment of foreign glass-blowers, for a year, in the principal establishment."

"There are 2840 members of the window-glass workers Local Assembly No. 300 (blowers, gatherers, flatteners, cutters) in the United States. To operate a factory requires 8 blowers, 8 gatherers, 2 flatteners, 2 cutters and 1 master shearer. In southern New Jersey there are 20 factories with 160 blowers, 160 gatherers, 40 40 flatteners, 40 cutters and 20 master shearers. There are employed besides 270 miscellaneous workmen. The factories do not run in July or August. The blowers' wages average over $100 per month. The gatherers get sixty-seven per cent. of the blowers' prices. A flattener works for four blowers and gets one-quarter of

blowers' prices, making his wages the same. Master shearers get the wages of blowers. Double-thick blowers get one and three-quarters prices, and their gatherers, fifty-five per cent., but not out of the blowers' wages. Cutters get twenty-five plus two and one-half per cent. and three-quarters extra for double-thick. Forty-eight boxes are a full day's work; the average being forty-six of one hundred feet.

"All arrangements between the glass workers and manufacturers relating to the business are made by the executive board of L. A. 300. Sometimes the settlement of the wages is delayed beyond September 1st, on account of surplus stock on hand; and for the same reason sometimes the factories go out of blast before June 30th. The average working time is only from 8 to 9 months in the year. Very few strikes occur, for the members of the window glass workers' assembly are very conservative."

The following report of the president of the Green Hollow-ware Glass Workers' League shows its condition at the close of the year ending July 1, 1887:

BRANCHES.	Members.	Non-members.	Blowers idle.	Supernumeraries.	Apprentices.	Blowers' average monthly wages.
Millville	95	2		10	18	$110 00
Salem	70	7	4		41	100 00
Brooklyn, N. Y	17	18	2	2	9	100 00
Clayton	82	2		3	33	100 00
Glassboro	74				38	65 00
Williamstown	80	2			33	
Bridgeton	38			1	20	104 00
Baltimore, Md.	86	2			45	
Poughkeepsie, N. Y	31	3			15	120 00
Brooklyn (E. D.,) N. Y	23		5		14	120 00
Ellenville, N. Y	16				12	115 00
N. Clayton	12			1	10	97 50
Frankford, Pa	33		2	2	11	124 00
Woodbury	34				17	
Hawley, Pa.	33			1	8	100 00
Swedesboro	21				4	105 00

ESSEX COUNTY.

The initiative in organizing District Assembly No. 51, Knights of Labor, was taken by mixed Local Assembly 1364, which had been founded as far back as 1879; and in July, 1882, the district was started with seven locals, which within a few months were increased to twelve. From 1884 to 1886 the growth of the order in Essex county was rapid, in the latter year numbering 90 local assemblies, with a membership of about 15,000. At the fall election in the latter year the order took part in politics, and its candidate for Congress polled 6,331 votes out of a total of 37,971. Then the decrease in membership began. Owing to a series of unfortunate contentions with employers, the year 1887 proved very disastrous, the members fell away and with them the influence of the assemblies. At the close of the year the district could boast of not more than 7,000 members, but those that are qualified to speak report that the tide has again turned. On the whole, it has been more successful than unsuccessful in its efforts to improve the condition of the industrial masses and notably, when it secured from the leather manufacturers, during the latter part of 1886, a uniform schedule of wages, the effect of which was to increase the aggregate remuneration of the leather workers by about $2,000 weekly.

Our reports from the trades unions and local assemblies, in this county, relate mostly to the effect of organization on wages:

Trunk makers, Newark: The assembly has secured an advance of 15 per cent. in two shops and is satisfied for the present. The men who do not belong have to put up with a great many inconveniences. The wages of trunk makers generally are very low, averaging $9 weekly.

The greatest victory gained by the United Tailors' Assembly, Newark, was the breaking up of what was known as the "card" system, under which the employers' union issued cards or tickets-of-leave. If a boss refused to give a man one when he was discharged, he could get into no other shop. The assembly refused to recognize the cards and so they gave up the system. Another point gained was the reduction of hours. Tailors had been working from 10 to 16 daily. Now very few work over 10.

Tailors (females), Newark: Average wages are $7 weekly.

Thread-workers (cotton spinners), Newark: Average wages, $15 per week. Work 57½ hours.

Thread-workers (carders), Newark: Females get about $6.50 and men about $11 per week.

Teamsters (beer brewery wagons), Newark: All organized. Work 12 hours per day and average $12 a week—a gain of $3 since organization.

Malsters, Newark: Wages $2.2[illegible] per day.

Bottlers, Newark: Received from $9 to $15 per week before organization; now, from $12 to $18. Used to work from 6 a. m. till 9 and 10 p. m. At present 10 hours daily is the work time.

Coopers, Newark: The wages of 1st hands are $2.75, and of 2d hands, $2 per day.

Eccentric (stationary) engineers, employed in breweries, Newark: Wages, $3 per day.

File and rasp makers, Newark: Average $10 per week in wages.

Ale and porter brewers and drivers, Newark: Since organization cellar men have secured an advance of $5 per week, from $10 to $15; helpers on wagons, from $10 to $12. Drivers' wages are $18 per week. Hours have been reduced from 14 to 10 daily.

Tool makers, Newark: Average about $10 weekly.

Tin-smiths, Newark: Wages have been increased from $1.75 to $3 per day as a result of organization, and hours reduced from 10 to 9.

Machinists and machine black-smiths and helpers, Newark: Wages of members from $2 to $3.25, according to ability. Non-

members, from $1.50 to $2.25 per day. A Saturday half-holiday, affecting about 150 members.

Ivory button-makers, Newark: In good condition and have no grievances at present. None outside of the organization.

Iron molders, Newark: Average wages for union men, $15; non-union, $12 per week. Floor-molders have been reduced from 10 to 9 hours per day, with Saturday half-holiday.

City laborers, Newark: Wages average $1.50 per day. Same in phosphate works.

Painters, Orange: Wages, $2.50 per day. No apprentice system.

Shoe-cutters, Newark: Wages $2.50 per day.

Shoe-fitters, Newark: Average $7 per week.

Saw-makers, Newark: There are no non-union men. Have about 38 boys in our shop.

Sewing machine factory employes (iron workers) Newark: Wages were about $9 per week before organization; now, $11.

Laundry employes, Belleville: Only one shop; all union. The average wages are for men, $12, and for women $9 per week.

Leather japanners, Newark: Wages have been advanced from $9 and $12 to $12, $15 and $18 per week.

Morocco finishers, Newark: Average wages, $2.75 per day.

Leather workers, Newark: Average $14 per week in all departments.

Painters, Newark: The organized get $2.50 to $2.75 per day. Those outside of union, $1.50, $2.00 and $2.50.

HUDSON COUNTY.

"The John Brown Association, of Jersey City, is a mixed labor club, to which some house-smiths, 17, belong. These secured a reduction of seven hours per week, after a week's strike."

"Soap factory employes, Jersey City, receive a very low rate of pay, as a large number of boys are employed at from $3 to 5 per week. The average wages are only $8."

"The association of boiler makers, Jersey City, is in a good financial condition. They appropriated last year $400 for strikes and lockouts and unfortunate members. This sum was obtained from balls and other entertainments."

"The hours of the freight-handlers, Hudson county, are irregular. They are required to be on hand from 7 a. m. till 6 p. m., but are only paid when actually employed; and if they work after 6 p. m. get no better rate than during the day."

"The hog butchers, Jersey City, had an average advance of five per cent. in wages. Some were getting very low wages, and these profited to the extent of ten to fifteen per cent.; and the rates were thus equalized. They work very irregular hours. To slaughter all the hogs on hand may take eight hours some days, and at other times fourteen."

The silk weavers, Hudson county, complain of child labor: "Children under 14 years are employed to do the work of an adult. The compulsory education law is entirely disregarded. This association maintains a library and is kept by voluntary contributions from members. The plan followed is for a member to buy a book and, after having read it, turn it over to the librarian. Another book can be taken in its stead."

PASSAIC COUNTY.

"Pioneer Assembly, No. 1288, Paterson, was founded on June 23, 1879, and was the first organization of the Knights of Labor in Paterson or vicinity. For a long time it had a hard struggle for

existence, but eventually out-grew all opposition. Since organization $2,000 have been expended in relief of members. It is a mixed local, representing many crafts, and therefore could do little to advance their material interests directly. But it attracted to its membership many workingmen of similar trades, and these in time left to form "trades locals." On Aug. 3, 1885, District Assembly 100 was established with five local assemblies, which have increased to thirty-seven in good order and with the open trades unions make a total of forty-eight labor organizations in Passaic, Bergen and Morris counties. These in 1887 had an aggregate membership of over 8,000 and have secured to their members many benefits, intellectual as well as material, such as increase of wages and decrease in work hours. During the past year these organizations expended $16,622 for strike benefits to K. of L. members mostly, $2,884 for provident purposes and $769 in donations of all kinds, besides regular current expenses. There were 3,249 men and women engaged in strikes and lockouts involving 31 establishments. In 16 the employes were successful. The total estimated wage loss was $136,376, or nearly $42 per employe. The assistance received was $34,024. The loss to the firms aggregated $293,735."

The Dyers' Benevolent Association, Paterson, was organized into the Knights of Labor in February, 1885, but accomplished very little for nearly a year thereafter. Toward the end of January, however, the larger portion of those engaged in the dyeing business had became members, and results soon followed. The first step undertaken was to effect the equalization of work and wages in the different shops, and on May 11, 1886, it adopted certain resolutions, which were submitted to the employers :

Dyers not to be required to run more than three boxes, and their minimum wages to be $3 per day.

Apprentices who have served four years to be considered regular dyers, and, having attained the age of 20 years, to receive $15 during the first year and thereafter $18 per week. One apprentice to be allowed to each shop employing one hundred men or less, and one for each additional one hundred employes; but no more than three apprentices to be allowed to any one shop. Boys starting in the dye house at 14 years of age to receive $1 per day for first two years and $7 per week for the third at 17 to be bound as apprentices and to receive an advance of $1 per week every six months until the end of their term.

The minimum wages of finishers to be $12 per week, etc.

Employes to be paid at the rate of time and a half for all over time; said over time not to continue later than 9 P. M. with one-half hour for supper.

On Saturdays the works to stop at 2 P. M. in summer and 4 P. M. in winter.

Sunday work to be abolished; and no work to be done on legal holidays.

Settlement of grievances to be first attempted by the shop committees, and in case of failure the executive board of the local assembly to take the matter in hand.

These rules to be printed and placed in a conspicuous place in every shop. The rules to be in force from June 1, 1886, till February 1, 1887; each party to the agreement to give 14 days' notice, prior to latter date, of any contemplated change.

This agreement was at first rejected by the various firms. A strike ensued and at the end of three days the demands were conceded by all but one firm, which held out for two weeks, when it also submitted and signed the schedule. The strikers of this firm, 21 in number, received $252 from the assembly in assistance. The success of this strike did much to advance the interests of the assembly and consolidate the workers.

The agreement, faithfully adhered to by both sides, expired on February 1, 1887, when a new schedule was submitted to the firms. This increased the minimum wages of all but dyers by about $1 per week. But the most important changes were the following:

Making all shops "union;" none but K. of L. in good standing to be employed.

Dyers' apprentices to be taken from the most competent helpers and finishers; to serve two years and receive $12 per week during the first year and $13 during the second year. Apprentices during these two years to run not more than one and two boxes respectively, and no dyer, who has been employed as such, to be engaged as an apprentice. One apprentice to be allowed to every one hundred men, but no more than three to a shop.

Fifty-five hours to constitute a week's work. Working hours to be from 7 A. M. to 6 P. M. with one hour for dinner; except on Saturday, when the shop shall close at noon.

All over-time to be paid at the rate of double time; but no work to be done later than 9 P. M., allowing one-half hour for supper. Night men not to work more than ten hours on the nights of Monday, Tuesday, Wednesday, Thursday and Friday. All over ten hours to be paid double time; and on Saturdays to work five continuous hours between 12 M. and 11 P. M., but pay to be $1 more per day than for men on day work.

In case of "laying off" of hands on account of slackness of work, at least a majority of the shop to be kept at work.

These rules to be printed in English and German and posted conspicuously in the shop.

Weekly payments of wages.
All employes in dye houses to have an equal share of work.
Agreement to remain in force for one year.

After a great deal of negotiation, three of the smaller firms signed the new schedule, but the others refused. Arbitration was resorted to but failed. Then came the strike, on February 9th, 1887, which was ordered by the executive board of the assembly. It was conducted by the local assembly, and not indorsed by either the D. A. or G. A. executive boards. In a few weeks it became evident that it was a failure. All efforts at compromise came to nothing, for the employers' association were determined to break up their employes' organization; and on March 26th the strike was declared "off," on the understanding that all old employes, with two exceptions, be allowed to return to work. Some other conditions were imposed by the employers, but these did not affect the wages. No written agreement was entered into between employers and employed, but the former promulgated the following rules, which were quietly acquiesced in by the workmen, and were practically those in force before the strike:

"We will not discriminate against members of any labor organization, nor will we permit those who are members of labor organizations to interfere with, intimidate or annoy those in our employ who are not members; and we will employ and discharge whom we please.

"Dyers shall not be required to run more than three boxes, and this rule shall apply also to superintendents and proprietors.

"The minimum pay of all dyers shall be 30 cents per hour.

"The minimum pay of finishers shall be 20 cents per hour, and of those employed on stretching and stringing machines who are also employed as finishers, 20 cents per hour.

"The minimum pay of all persons employed at shaking out and on whizzes, washing and thrashing machines shall be 17 cents per hour; and that of all helpers, 15 cents per hour.

"The hours of work on Monday, Tuesday, Wednesday, Thursday and Friday shall be from 7 a. m. to noon, and from 1 p. m. to 6.30 p. m., and on Saturday, from April to October, from 7 a. m. to noon, and from 1 p. m. to 2.30 p. m., and during the rest of the year to 3.30 p. m.

"The hours of work for night men, from Monday till Saturday, shall be from 7 p. m. to 12 midnight, and from 1 a. m. to 6.30 a. m.; and on Saturdays from 3.30 to 11 p. m.

"The pay of all night men shall be 10 per cent. more than those employed on day

work; and over-time shall be paid at the rate of time and a half. No over-time shall be required later than 9 p. m.

"No work shall be required on Sundays or legal holidays.

"Pay day shall be once in every two weeks.

"These rules, printed in the English and German languages, shall be hung up in a conspicuous place in each establishment, and they shall remain in force for one year."

The strike proved very disastrous to the assembly, and its members became demoralized. It is reported to be recovering its old vigor, however. Since it started, it has expended $4,152 for benevolent purposes, donations and strikes. Its total membership is 955, whose average work time, during the past year, was 6¾ hours daily.

The shirt factory employes' assembly, Paterson, was founded in December, 1885, by thirteen ironers. It was organized for the purpose of protecting the interests of the men and women engaged in this industry, and by March, 1886, the larger portion of these workers in the city had become members. One of the first results was an advance, by one firm, in the wages of its ironers, the increase amounting to from eight to fourteen per cent. according to quality of goods. Two other firms entered into substantially the following agreement with the assembly: To make their shops "union," employing only members of the K. of L., except that those at the time desiring to enter the business could do so if willing to join within a year; the price to be raised one-half cent on all shirts for which less than seven cents were then paid, and one cent on shirts for which more was paid; a union stamp or label to be used as soon as practicable, and the inspectors required to treat those under them in a gentlemanly manner.

To get the proposed stamp on the market now became the prime object of the assembly, for it would off-set to a considerable degree the competition from convict and Chinese labor; and so on July 25, 1886, at the suggestion of the Paterson assembly, a convention of representatives of the trade from different localities was held at Newark. Here the conclusion was reached that machinery could not be successfully opposed, even though it were detrimental in its effects on the operatives. A combination stamp was adopted.

This was deemed necessary, because in many places the business was divided: cutters and operators in one establishment, and starchers and ironers in another. In such cases each establishment was to be given part of a stamp. But this plan did not work, and a single laundry label was temporarily adopted in July, 1887. The trade conference has been kept up and proved very beneficial in sending out information respecting the condition of the trade in different localities; it has also been active to effect the abolition of convict labor.

"Textile workers' assembly, Paterson, is composed of loom fixers, twisters and harness builders. Since its start in May, 1886, it has devoted itself exclusively to perfecting the organization of the trades represented and has practically accomplished its purpose: only thirty operatives being still unorganized. It has complete control of the trades, and as a consequence all serious trouble with employers is avoided. It has secured a reduction of two and a half hours per week. No attempt to increase wages has been made, as they are fair."

"The silk warpers, Paterson, have found organization highly beneficial to them. They secured ten per cent. advance in wages and a reduction of two and a half hours per week without any trouble."

Plumbers, steam and gas fitters, Paterson: "Receive $2 to $2.50 per day in wages and are satisfied. Apart from this, the members claim to have received great benefit, intellectually and socially, from organization."

"Soon after the organization of the moulders, Paterson, the membership included all the trades in the city. It became involved in a successful strike in 1886, the object of which was a new wage schedule to equalize wages. With few exceptions all the members stood by each other. It is now in as prosperous a condition as ever."

"The woolen mills employes, Paterson, prior to January 1, 1887,

worked ten hours per day; but after that date two hours extra for the same pay. Subsequently they obtained a reduction of one hour. Weavers average about $6 a week, and the others $2 to $5."

"The tailors of Paterson are well employed and there are few cases of sickness. The craft is largely composed of Poles and Russians."

UNION COUNTY.

The first organized movement for economic purposes was begun in 1875 with the establishment of two councils of the order known as the Sovereigns of Industry. It was based on the co-operative idea and on the unity of the interests of all classes of workingmen. It has disappeared from view, but most of the members of this organization are now enrolled among the Knights of Labor, who came upon the scene in Elizabeth, in 1882, although for the next three years this order had but a nominal existence in the county. Nor did the trades unions of carpenters and masons at Plainfield attract any public attention, for at that time they were but benefit associations exercising little influence on labor interests. In July, 1885, the second local assembly was instituted in Elizabeth, and from that time the workingmen rapidly enrolled themselves, so that in ten months thereafter twenty-four assemblies, with an aggregate membership of 4,200 were in active operation. After this the increase still continued, but more slowly, until 5,500 was reached; and notwithstanding the reaction, which always follows abnormal enthusiasm and was felt here as elsewhere, only six locals have since lapsed, the membership in good standing in September, 1887, being reported at 4,000. Elizabeth being the manufacturing centre of the county, all the assemblies, with the exception of one at Plainfield, are located there. One, with a membership of 250, is composed entirely of women; four, numbering 512, have an exclusively German membership; and of the remainder a majority are American born, the Irish element coming next. A cigar-makers' assembly includes all those engaged in the manufacture of tobacco in Elizabeth, employers and employes.

In consequence of the sudden and enormous growth of the

Knights of Labor, there naturally resulted more or less friction between the industrial classes, but, owing to the good management of the officers of District Assembly 122, serious difficulties occurred in only a few instances; and, until the outbreak of the coal handlers' strike at Elizabethport, in 1887, which, directly and indirectly, affected other localities and industries, there was no outward disapproval of organization among their workingmen, on the part of employers. This strike brought the employes in the shops of the Central Railroad Company in conflict with this corporation: the former refusing to repair engines, cars and other appliances for handling coal that had become damaged by the Italians and Hungarians employed in place of the strikers. Such shop hands were discharged as were also all those known to be active in the labor organization, including some of the best mechanics. Before this trouble there had been granted an eight per cent. advance in wages, which even then were below those paid elsewhere; but on their manifestation of sympathy for the striking coal handlers, this increase was again taken away.

In March, 1886, the proprietor of the Elizabeth Cordage Works requested his employes to sign a contract, binding them to continue at work until the following July or August without demanding an increase in their wages, under penalty of forfeiting two weeks' wages, which were to be withheld. A small number acquiesced, but the great majority refused and were discharged. This created considerable indignation and resulted in public meetings, at which prominent citizens were present and where much sympathy was expressed for the employes. Financial support was obtained by subscriptions, entertainments and through the local assemblies of the Knights of Labor, with which the locked-out operators connected themselves. The works remained closed for three weeks, when the proprietor consented to waive the signing of the obnoxious contract and grant an advance of 10 per cent. in wages, which, for the men, had before averaged but $6 per week. And thus ended the first contest between organized wage-workers and their employers. A few months before this trouble, the female employes struck against an attempt virtually to reduce wages, by increasing the number of looms and thus compel those that operated them to do more work

in proportion to the pay than was being done at that time. This difficulty, which affected only the women employed at loom tending, lasted four weeks and was compromised favorably to the strikers, except that fifteen of those who served on the grievance committee were discharged.

The strike of the forty-five girls employed in the rubber garments factory, which began on November 1st, 1886, and continued five weeks, was a very substantial victory and one gained entirely through the influence of the K. of L. These operators, who were members, and sewed rubber garments by machinery, asked to be paid according to the style of garments made and to be allowed to buy their thread where they pleased, instead of from their employer. These requests were refused, and the girls, with the consent of the executive board of the district assembly, went out on strike. A regular weekly allowance was paid to those who needed it from the assistance fund of the district assembly, and arrangements were also made to start a co-operative factory for the manufacture of overhauls, jackets, etc., so that the idle girls might be able to earn their own support. This was soon put in operation and eight of the strikers given work. In the meantime, their old employer, with whom the executive board had had frequent unsuccessful conferences, gave in, having failed to secure other hands to take the places of the strikers: the girls were to be allowed to buy their own thread, and their pay to be regulated by the prices received for the goods, but the wages in no event to fall below the rates then prevailing.

The following information, supplementary to what is given above, also has been furnished by representative workingmen in Elizabeth, members of the Knights of Labor:

"Nearly all the workingmen in Elizabeth have been or are connected with the local assemblies. But there are no shops exclusively 'union.' The Singer Sewing Machine Co. employes arethe only ones that have a shop committee, which looks after their complaints. Otherwise little attention is given to complaints made by any one. Our assembly was organized in 1882. We have a very large membership but a comparatively meagre attendance since the failure of

the coal strike. Before then our average at meetings was 800; now it is seldom over 50."

"In April 1886 a movement was started among the Knights of Labor of Elizabeth to demand an 8-hour day after May 1 of that year. The question was submitted to the members of the various locals and voted down by a large majority."

"In the Cordage Works, there has been an advance of 15 per cent in wages, which were very small to start with: men averaged $7 and women $4.50 per week: now $8 and $5.50 respectively. They are now working four hours over-time or 14 daily. A little over a year ago the mill owner attempted to force his employes to sign a contract to remain in his employ three months or forfeit two weeks' wages. On refusal, there resulted a lock-out which lasted six weeks but ended in a victory for the employes. The result was also our organization. So much publicity was given to the small wages received, that the employer was forced to accede to an increase."

"The sewing machine moulders are not all skilled moulders but mostly those who began as helpers and were promoted as vacancies occurred. The most skillful helper is promoted from a position that pays $1.50 per day to one of $15 to $20 per week. They have no members in bad standing because a rule compels an attendance at meetings at least twice a month and payment of dues, or otherwise the person offending in these respects will be boycotted, the others refusing to work with him."

"The Ladies' Benevolent Legion is a mixed assembly, composed entirely of women and is one of the best in the district. They all show a remarkable capacity to understand and carry out the serious purposes of the movement. A short time ago they successfully managed an industrial fair, realizing $560, which is to be used in co-operative enterprise. They fully appreciate that no class of labor suffers more from want of organization than women. That they have a model organization is shown by the fact that all the members are in good standing. Writes the Secretary: 'In the

beginning we had a great deal of difficulty to get the members to speak and explain just what there was of hardships in their condition. Many of them looked at that as unfeminine. But this feeling gradually wore off, and now we all thoroughly appreciate the better prospects the order holds out.'"

"The Singer Sewing Machine Manufacturing Company, whose shops are located at Elizabethport, employs 3000 men and 200 women. The hours are 9:40 for six days and the average daily wages about $2.00. Employment is steady all the year round, except that work is suspended from the 1st till the 15th of January to 'take stock.' Since the establishment of the works at Elizabeth, fourteen years ago, there has never been a suspension for any other cause.

"For many years there had prevailed a custom of reducing the prices for piece work on every 1st of January. Improvements in the machinery employed made this possible without very seriously cutting down the wages earned. But often the reductions were not proportionate to these improvements; they created dissatisfaction, because to keep up wages to the old standard made necessary an extra amount of exertion on the part of the wage earner. And in January, 1886, the Knights of Labor first manifested their presence in the factory by entering a protest against this customary reduction, which already had been made in one of the departments. About one-half of the 3,000 men employed at that time were members of the order, and under the influence of the excitement caused by this action practically all the rest joined. The wages were not disturbed; neither was any opposition made to the order—in fact it was indirectly encouraged by the manager of the factory. He assured the employes that there would be no interference on the part of the company, and promised to redress all grievances to which his attention was called. The result of this policy was the growth of a genuine interest in the business of their employers, and the cordial relations then established, still continue.

"An advance of wages, amounting to ten per cent., was made in the following February; it was given unasked and intended by the company as an evidence of satisfaction with the effects of organiza-

tion among their workingmen. This increase averaged $1.50 for men and $1.00 for women per week—$4,700 for all the employes. During the past two years there has been no reduction, although improvements still continue to be made. All the benefit remains with the workingmen. Their shop committee is received by the manager regularly once a week, to hear complaints. There are very few, and none are brought without a thorough scrutiny of their merits. In all such cases, proper redress is immediately given. There has never been a strike nor a threat of a strike."

"The Central Railroad shops at Elizabethport employ, in the aggregate, 500 machinists, black-smiths, carpenters, car-builders, boiler-makers, moulders and laborers. Employment is now steady, but wages are not up to the standard paid elsewhere in this section for the same service. The employes are, generally speaking, very respectable men, many of them long in the service of the company, and feel the policy which the company has pursued towards them of late years most keenly. Wages were good in the shops until the lease of the Central by the Philadelphia and Reading. Immediately after the consummation of that arrangement there was a reduction of ten per cent. and a further reduction about six months later.

"During the entire period of the P. and R.'s control the condition of the workmen in the shops was bad: hours of labor were shortened, pay reduced and often delayed from two to four weeks beyond the regular pay day. When the Central regained control, there was no improvement in wages until the establishment of the labor organizations. Then an advance of eight per cent. was given in response to a demand for an increase, which was lost again with the failure of the coal handlers' strike."

"The Elizabethport Cordage Works is another important labor employing industry, where 300 men and boys and 200 women and girls are engaged. It does not stand in good favor with the working people. The material used in the manufacture of rope and cordage is hemp, which arrives in large bales. Boys and girls 'pick' or loosen it, preparatory to its spinning. It emits a thick, heavy dust, which is a dangerous annoyance through the whole

process of manufacture, leaving its visible effect not only on the men but especially on the women and very young girls, who have endured it for any length of time. The machinery must also be closely watched to prevent dangerous accidents. A considerable portion of the work is done in the basements, below the level of the ground. In the busy season, operatives are required to work over-time—at one time during the past year the hours of labor were from 7 a. m. till 10 p. m., with one-half hour off at noon. The wages are the lowest paid in the county, averaging $1.00 for men and about 68 cents for women for a day of ten hours. Some receive $1.25, and a few get as high as $1.50 per day."

"The two dry docks and shipyard at Elizabethport employ in the neighborhood of 100 men—40 ship-carpenters and 60 laborers—who repair tugs barges and the like and sometimes build new ones. Employment is steady and wages are good, mechanics getting $3 to $3.50 and laborers from $1.75 to $2.25 per day."

OTHER LOCALITIES.

Terra cotta workers, Perth Amboy: "We have met with good treatment from our employers. In fact, we have not been denied anything reasonable. However, it was necessary on two occasions to call in the aid of our district executive board, which was received kindly and the grievances complained of settled satisfactorily. Six years ago men of our trade made high wages and would have continued to do so if there had been more unity, but there are so many nationalities represented that there is a clash sometimes."

Wall paper machine printers, New Brunswick: "Some are paid at the rate of $3 daily for the whole year and are allowed ten weeks' vacation in summer, but when necessary are required to work over-time for which nothing is paid."

South River: "There is a number of brickyards in this vicinity, the workmen in which are on duty from daylight till dark; a few close at 6 p. m. Also a shirt and handkerchief factory, where girls, from 8 years up, at as low wages as 75 cents a week, are employed."

Long Branch: "Wages in summer are: Painters, $2.50; carpenters, $2.75; plumbers and masons, $3.00 and $3.50; laborers, $1.20 to $2.00 per day. In winter painters get 20 cents per hour, averaging 6 hours a day. The other trades remain about the same."

Iron workers, Phillipsburg: "We have had only one conflict of importance with our employers, and that was a short lock-out in the Delaware Rolling Mills where a man who was obnoxious had obtained work. A committee demanded his discharge from the superintendent, who immediately ordered the fires to be drawn. But in a short time the difficulty was successfully arbitrated by our executive board and the superintendent, the man being discharged, and everything went on as smoothly as before. This is one of the strongest labor organizations in our part of the State. We also have lodges of the Locomotive Engineers, Firemen and Railroad Brakemen here—all in a flourishing condition."

THE TRUCK SYSTEM.

A special effort was made to discover what basis of truth there was for certain newspaper reports, more or less frequent during the the past year or two, that the odious "pluck-me" stores still existed in many places in New Jersey, and especially at Williamstown, where the glass workers were compelled to trade at their employers' store. The chairman of the glassblowers' committee, at the latter place, asserts that there is nothing that can be called "store trade" down there now. Workmen receive their pay every two weeks, and oftener if they desire it, and trade where they please, many going to Philadelphia. The employers own a store, but there are four others in the place. And to the same effect are the reports from the other towns, where the bottle glass-blowing industry is carried on—North Clayton, Clayton, Winslow, Glassboro, Salem and Millville: employers own stores but there is no forced trade.

The Flint Glass Workers' Association does not permit the payment of wages in anything but cash.

The foundry employers of Florence, Burlington, "own the store,

most of the houses, and, in fact, the sale of coal, wood and all other necessaries are monopolized by them. Store orders are used but they are not compulsory."

These facts have already been tabulated in Part I, and also commented upon, but are here given in more detail and in the language of our correspondents, the officials of the organizations:

"Glassboro is the first place, south of Camden, where labor organizations sprang up. Few places have suffered as much as this small borough from the encroachments of capital where the odious truck system prevailed in its worst form. For many years before the Knights of Labor were organized here, the working people received their pay almost exclusively in shin-plasters—promises to pay 'at the counter of our store.' These 'shinnies' were received by tradesmen and the broker at a discount of from 25 to 40 per cent. The church collections were made in these merchandise-promises, and even the ministers were paid their salaries in them. It remained for the K. of L. to put an end to this imposition."

Washington, Warren Co: "Some carpenters are paid in store orders; also one organ factory pays partly that way. But no stores are owned by employers."

Oxford, Warren Co: "The store is owned by the company (iron). What the men have not traded out, they receive in cash; but to nine-tenths that means nothing. The pay day, for wages earned during the previous month, is the 20th. There should be compulsory weekly or at least, semi-weekly payments of wages. If the works do not run steady we are badly off here; and in any case the majority are always in debt to the employers. A man who comes here to work, say on January 2, does not get paid till February 20th, which makes him nearly two months in arrears, and at the present rate of wages he never gets ahead of just a living. There is also too much child labor here."

Sayreville, Middlesex county: "One firm of brick manufacturers own a store and give orders to employes. The brick-yard bosses hire the men between April 1st and 15th for $18 to $28 per month and board them. If they leave before the season is up, they get $2 less per month. They are only paid twice a year—July 4 and at the end of the season. They work from sunrise to sunset

in spring and fall, and up to 6 P. M. in summer. When it rains for two hours they are docked from a quarter to half a day. One firm at the beginning of each season sends an agent to Canada to hire Canadians, which keeps our wages down."

Dover, Morris county: "The miners are compelled to trade at the company stores, not directly but indirectly. If any one is found dealing at any other store, there is generally some excuse made for his discharge. This is well known by the men, and they trade with their employers, although often other places are cheaper."

APPRENTICESHIP.

The apprenticeship problem is becoming a pretty serious one in the present industrial situation, and needs all the elucidation that it is possible to give. Unfortunately, the question is looked at by those immediately interested from a somewhat selfish point of view; and the general public only sees in the rules adopted to regulate apprentices by the labor organizations another phase of the "tyranny of trades unionism," about which so much has been written lately. As a matter of fact, trades unions, naturally, do look more to their own interests than to the general welfare: their efforts are mostly directed to limiting the number of apprentices so as to restrict future competition in the crafts as much as possible; and regulations respecting the time of service is largely incidental to this main end. But not altogether. For, while there should be "abundant opportunity for every young man to learn *a* trade," as a distinguished citizen recently protested, it is not at all certain that it would conduce to the general good to allow him to learn *any* trade. Said Judge Tuley, of Chicago, who was chosen as arbitrator in the late trouble there between the master and journeymen-masons:

"It is a law of self-preservation to the craft, and also of equal interest to the responsible master mason that there should be some limitation to the number of apprentices. If the number is unlimited, unscrupulous contractors may secure a large number of apprentices, and with the help of a few journeymen underbid all journeymen who are skilled in their craft, and also necessarily throw upon the journeymen large additions of unskilled workmen, thereby making the supply of labor partly in excess of the demand and destroying the standard of the craft for good work.

"It is not a question as to whether everybody shall have the right to learn a trade, but whether the craft will teach every boy a trade to its own destruction. It is a matter, however, that neither the journeymen nor the master masons' organizations should arbitrarily undertake to decide. It is a mattér of joint interest and should be decided from time to time by the joint arbitration committee in such a manner that the number of apprentices shall be sufficient to furnish the requisite number of journeymen to supply the demand, and also so as to prevent an abuse of the apprenticeship question and an injury to both the employer and the employe by a too large number of apprentices being secured to do the work that should be done by the skilled journeymen."

And to the same effect is the assertion of a Washington labor paper:

"Trades unions do not desire to keep boys from learning trades; but they demand that, when a boy enters an establishment as an apprentice, he shall learn the trade. This is not an unreasonable demand. They do, however, object to having a shop filled with boys, placed there by an employer with no intention of teaching them the trade, but merely because they are cheap and their labor can be utilized to advantage and profit. As soon as they learn enough to believe themselves entitled to more pay, they are displaced by cheaper boys. This is not only an injury to the journeyman but an injustice to the boys. Every youth who starts to learn a trade expects in the course of time to become a man and a craftsman. If he be a lad of discernment he will know, when he sees nothing but boys about him, that his trade will be of no value to him after he learns it. So it can be seen that the objections of the unions to unlimited apprentices is based on different grounds than are commonly attributed to them."

On the other hand, one of our largest employers of labor and a man prominent, politically, looks at the matter from a different standpoint:

"Under the regulations adopted by the various trades unions, the number of apprentices is limited, so that there is growing up in our midst a large number of young men who cannot find access to any mechanical employment. This is a lamentable state of affairs, because these young men are practically turned loose upon the streets and grow up in habits of idleness resulting in vice and crime. If the action of the trades societies in this matter really limited the competition for employment which they experience, it might be defended at least upon selfish grounds, but inasmuch as foreign workmen are free to come to this country in unlimited numbers, the only effect of these regulations is to keep our own young men out of useful employment, which is freely opened to those who are born and trained in foreign countries."

The general apprenticeship provisions of our trades unions were stated in connection with the review of their protective and defensive policy, given in Part 2. The following reports from a number

of the local branches of trades unions and Knights of Labor assemblies show how this policy is being carried out. These answers were given in reply to the question in Blank No. 1: "What are the regulations of the trades belonging to your organization respecting apprentices?" But it must not be supposed that these rules of the organization are strictly or even generally enforced. That depends entirely on the strength of the union:

Green glass (bottle and vial) blowers: "Now the limit is 2 apprentices, per year, to a factory, averaging about 25 journeymen. Apprentices serve five years."

Flint glass prescription blowers: "One to every 20 journeymen or less, per year, to serve four years."

Regular flint glass blowers: "No apprentices have been taken for several years."

Mould makers (glass): "No regulation."

Stopper grinders (glass): "One to every 15 members. Four years service."

Bohemian glassblowers: "No rules."

Window glass workers: "One apprentice, from the gatherers, to every 10 blowers, one to every 20 flatteners, and one to every 20 cutters. Every gatherer, who is a member of the organization, has a right to learn. Service, three years."

Shipwrights and caulkers, Camden: "None. It used to be 3 apprentices to every 10 journeymen, to serve from the seventeenth to the twenty-first year."

Ship carpenters, Elizabeth: "One to every 10 journeymen. Ship caulkers are now trying to establish some rules."

Jersey city: "Apprentices serve three years, but there is a great laxity about the matter."

Plumbers and gas fitters, Jersey city: "One apprentice to each journeyman and five years' service is the regulation, but the number is really unlimited. A great many boys are brought into our trade."

House painters, Jersey city: "One to every 10 journeymen. Three years' service."

Bayonne: "One to every seven journeymen."

Brotherhood of Carpenters and Joiners: "Two to each employer. Three years' service."

Newark: "One to every five men."

Bricklayers' and Masons' International Union, Newark: "Two to each contractor."

Orange: "Two to each master mason."

Montclair: "Each boss is allowed 2. They serve four years."

Passaic: "Apprentices must serve three years."

Jersey city: "Two to each contractor only."

Hoboken: "One to each boss."

Plainfield: "Two to each employer. A three-years' term."

Trenton: "Apprentices must be registered, and serve four years."

Camden: "Two to each boss, except when it is necessary to provide for a boy already in the trade, when we feel bound to do all in our power to teach him the business thoroughly."

Operative Plasterers' International Union, Camden: "Two to each employer. They are registered in our society and come under its protection."

Stone cutters, Trenton: "No shop can have more than 4 apprentices, who serve four years."

Granite Stone Cutters' National Union, Newark: "One to every 10 journeymen here. Every branch has its own law."

Jersey city: "Three to a yard."

Brown stone cutters, Newark: "They are required to serve four years."

Blue stone cutters and flaggers, Newark: "Two to a boss. They serve three years."

Iron Moulders' International Union, Newark: "One to each shop, and an additional one for every eight men. Four years' term."

Iron Moulders', Paterson: "Apprentices are now required to serve four years. Before our organization was started, there were no regulations."

Foundrymen (moulders, chippers, core makers, melters), Jersey City: "Four years to serve. One to eight journeymen."

Machinists, Paterson: "Employers hire apprentices for six months at $2.50 per week, which is not paid till the end of that time. Then they are required to serve three years."

Nailers, Bridgeton: "Take our own apprentices as we choose. There is no fixed number nor definite time of service."

Wire mills, Trenton: "In some of the skilled branches, no apprentices without the consent of the workmen."

Laundry employes, Belleville: "Apprentices work two weeks without pay; then they are entitled to full wages."

Boiler makers, Jersey city: "One to eight journeymen. They serve three years."

Cigarmakers' International Union, Newark: "One in a shop of 8 or 10 men; 2 in one of over 10, but in no case more than 3 apprentices."

Jersey city: "One to 7 journeymen."

Paterson: "One to a shop of 5 journeymen or less; 2 to 10, etc. Term of service, three years."

German Typographical Union of the United States, Newark: "One to 4 journeymen. Four years' service."

International Typographical Union, Newark: "Apprentices serve five years. One is allowed to 10 journeymen."

Trenton: "Two to each of the following departments when carried on in separate rooms: book, job, news and press. The boys serve five years."

Silk ribbon weavers, Paterson: "One learner to every twenty-five looms, and serve two years."

Broad silk weavers, Paterson: "No rules now in force, but our members will not voluntarily teach anyone who is not a near relative."

Silk warpers, Paterson: "The assembly adopted a rule when formed in May, 1885, that no apprentices be taken for six months. None are being taken at present."

Textile workers (loom fixers, twisters and harness builders), Paterson: "They must pay a $3 fee to the assembly and serve three years."

Dyers, Paterson: "No rules in force since the unsuccessful strike."

Woolen mills operatives, Paterson: "No member to teach anyone without permisssion of the assembly. Fee to our organization, $25."

Cotton mills weavers, Gloucester city: "We do not allow any to learn without a permit from our assembly."

Woolen mills weavers, Somerset county: "No member can teach an apprentice without consent of the assembly; but this is of no value, as one half of the weavers are outside of our organization."

Shirt factory operatives, Paterson: "No regulations, except those wishing to learn must pay a $3 fee and join our assembly."

International Hat Finishers' Association, Essex county: "Apprentices serve four years. One to every 10 men."

National Hat Makers' Association, Essex county: "One boy to 8 journeymen, or 3 to 24. They must be registered at 17 years of age and serve four years."

Independent Hat Makers, Essex county: "Not more then 3 to a shop, or 1 to 8 men. Time of service is three years.

Independent Hat Finishers, Essex county: "Apprentices serve three years. One is allowed to every 10 journeymen."

Union Hat Pouncers' Association, Essex county: "One to each shop; serves four years."

Hat trimmers, Essex county: "Two to a shop each year. It takes only one month to learn."

Hat formers, Essex county: "No regulations."

National Association of Stationary Engineers, Jersey city: "All applicants for membership must pass an examination."

Wall paper makers (print cutters and machine printers), New Brunswick: "One to every five journeymen."

Trunk makers, Newark: "One to every ten men."

Leather japanners, Newark: "Have no apprentices at present."

Leather workers, Newark: "Serve four years."

Morocco shavers, Newark: "Serve three years."

Morocco finishers, Newark: "One to every five journeymen. They serve three years."

United tailors, Newark: "Very few are taken by members of the English branch."

Bakers, Newark: "Applicants for membership in our union must be 17 years old and competent bakers. The boss bakers of Elizabeth require a service of three years from apprentices."

Terra cotta workers, Perth Amboy: "One to every 10 men."

Hollow-ware pressers (potters), Trenton: "Apprenticeship is controlled by the manufacturers, who are often dissatisfied with their own regulations."

Jiggermen, Trenton: "No regulations; but there are very few apprentices in this department of the pottery industry, as it is not profitable."

Turners, throwsters and handlers, Trenton: "Five years' service is the rule."

Kilnmen, dippers and saggermen, Trenton: "One to every 7 employes."

Packers and warehousemen selectors (pottery,) Trenton: "Five years' service."

THE CO-OPERATIVE MOVEMENT

Has received, directly and indirectly, considerable encouragement from American labor organizations, and the next few pages contain a record of some of these successes and failures so far as our State is concerned.*

As has been before stated,† the ideal of the founders of the Knights of Labor was the perfecting of an immense co-operative organization for both productive and distributive purposes. And although this enthusiastic programme has not yet, and probably never will be realized, the co-operative movement, in recent years, has received its strongest impulse from members of the order, which still aims to supersede the wage system by the co-operative industrial system.

But the Knights of Labor is not the only organized body of workingmen who have and are giving attention to this question. The German American Typographia, or Typographical Union, has for one of its ultimate objects the establishment of co-operative printing offices. And at the sessions of the Grand League of the green glass bottle and vial blowers there have been frequent discussions on the subject, resulting in two attempts to organize a co-operative glass manufacturing association: In 1874 a committee

* Some further information about the associations organized under the State co-operative act is given in another chapter.

† See part 2, above.

adopted a preliminary plan of organization and actually obtained several thousand dollars in subscriptions, but owing to the business depression, which was just then setting in, the project was abandoned. No further effort was made till the Baltimore session, in 1883, when the following address, to which was added a proposed scheme of organization, was issued to the trade generally:

"The problem, How to secure to those who perform the labor and produce the wealth of the world the full enjoyment of that which they create, is pre-eminently the question of the day and the primary object of the labor movement. That much has already been accomplished by organization in securing a higher rate of wages will not be denied by any intelligent man among us. Glass blowers have, for the past fifteen years, been in receipt of good wages compared with the earnings of workmen in other branches of industry, and yet it is a fact that very few among us have saved any considerable sum of money from their earnings during that period; and we hold that no change in this respect is possible so long as we are content to remain mere wage workers, although there will be a few instances where men save their earnings, as they have heretofore done, under all conditions, even when working for very low wages. These individual cases will always prove the exception under present conditions; the masses will continue to spend their earnings as fast as they receive them, unless some means are instituted by which they will share the profits and derive an income other than what they receive in wages. The wage system does not promote the general welfare, and the masses will never rise much above their present social status until they have a direct interest in the means and in the capital they use in their employments.

"The mere statement of these truths will, we think, be sufficient to impress them upon the minds of all intelligent observers among us, and cannot fail to enlist the sympathy and co-operation of every one in the enterprise here proposed. We see no reason why a co-operative glassworks cannot be successfully operated under the plan here proposed. In fact, we believe it possible for this generation of workmen to absorb the entire business by this plan.

"According to the United States census report for 1880, the capital reported to be invested in the glass business is stated to be about $1,000 for each employe above sixteen years of age. We believe it possible for the journeymen glassblowers to invest, on an average, $100 per year for ten years, which would furnish all the capital necessary to purchase and operate the entire business; and we are satisfied if the workmen become interested in the scheme. and display the same zeal in self-employment that they have in maintaining the League, it will be accomplished. The articles of association under which the enterprise is projected are in accordance with the laws of New Jersey, so that those who invest their money by purchasing shares will be amply protected by law, and the plan of distributing the profits will give to those who perform the labor the full and equitable share of its results.

"Those who have originated the plan prefer no claim to control or to exercise any power in the organization, but propose it with a view to test the sentiment in the trade, and hope that a sufficient amount of shares will be taken to warrant the holding of a shareholders' meeting, during the coming summer, to effect an organization

and adopt such by-laws as will be necessary to effect a permanent organization. It is earnestly hoped that each branch of the League will designate some proper person to canvass each establishment for subscribers of the shares of stock upon the following conditions: First, the payment of fifty cents for membership, and subscribing for as many shares of stock as they feel competent to pay for in installments of not less than two dollars per month on each share, the payment of which shall begin when a permanent organization is effected. It is suggested, should the effort be successful and a sufficient amount of capital raised (say $50,000), that the works be located in some central situation, where land can be had for a low price, and that a model town and works be constructed. The advantage of this will readily occur to every one who is familiar with land values. With a plant of $50,000 and a successful business started, the increase in the value of land and surroundings would immediately double in value and thus secure stability."

A co-operative committee was appointed to carry these recommendations into effect, and several meetings were held. A temporary organization of the company, with twenty stockholders, was actually effected; but the scheme fell through, because, as the committee reported in 1884, "of the want of comprehension of the plan and of the principles involved."

A successful profit-sharing arrangement, which lasted six years, already had been carried out by the Millville blowers, who constituted Branch No. 1 of the League. It came about in this way: At the beginning of the blast of 1868–9, the glass manufacturers demanded a reduction on the price list; and after some higgling the national League granted authority to the different branches to make their own agreements with their respective employers. At most of the places a satisfactory settlement was made on a basis of six per cent. "off" the standard list. But at Millville, the firm refused to hire men under any other terms except a reduction of 15 per cent., as they had suffered considerable loss, for some years previous, in experimenting with a new style of furnace—a loss, which also fell on the employes, in shortage in their wages. As the men were, therefore, not prepared to stand a strike, they agreed to a profit-sharing proposition made by the manager, who had become quite an enthusiast on this subject. Instead of working for the same wage-rate as at the other places, or six per cent. off the price list, twelve per cent. was to be deducted. If at the end of the blast the entire business, including the store trade, had paid six per cent. interest on the capital invested, besides netting

ten per cent. on the sales of glass ware, the workmen were to get back a dividend of ten per cent. on the wages earned. The result was, that the Millville blowers received a higher rate than was paid in any other part of the country—within 2.32 per cent. of the full list price. The mystery surrounding the Millville arrangement soon became a matter of contention at the annual meetings of the Grand League, because it was believed that the firm there gained an advantage over their competitors in the market. In 1874, all the principal establishments in New Jersey entered into a similar agreement with their blowers, but as none of them paid the dividend at the end of the year, it was also discontinued at Millville.

The Elmer Glass Manufacturing Company is a window-glass co-operative concern, with a capital of $50,000, incorporated under the general corporation act on February 17, 1885. The stockholders are window glass workers, who, with the other hands, are paid the current wages as settled by their organization, Local Assembly 300, K. of L.,* with the other manufacturers, although they always go to work, on September 1, under the scale demanded. This co-operative association is controlled by the stockholders as individuals, and not as members of their organization, which has nothing to do with its management except as stated. The benefits thus far have manifested themselves only in steady employment: there has been no lost time. Workers have received their wages in full but no dividends as yet. Some improvements have been made at the factory, which is operated with the usual force of workmen. It is the only co-operative window-glass establishment in the State.

The Order of the Sovereigns of Industry, which like the Knights of Labor, was based on the unity of interests of the industrial classes, appeared in 1874 and gave a great impulse to the co-operative effort, to which it directed its chief work. It reached its greatest strength in 1876, when it numbered 479 councils and 17,000 members in this country. At that time there were 59 councils with 1,000 members in this State. It had disappeared in

* Window Glass Workers' Assembly, see above.

1879. The councils began operations either by empowering an agent to buy for cash at wholesale prices, as was done in Elizabeth, or by concentrating the trade of members on a single dealer in the different lines of business. In return for this patronage, the dealer allowed discounts. This was regarded simply as a temporary expedient, the ultimate aim being the entire abolition of the middleman and the establishment of distributive co-operative stores. Such stores were everywhere started in this State. Probably the most successful one was that at Elizabeth. This had a prosperous career of seven years, during which time ten thousand dollars had been earned and distributed among the members of the council. It was then closed, after paying up all its indebtedness.

The "Granite Club," Elizabeth, was the second local assembly organized in this district. Its charter members were all connected with a co-operative enterprise started in 1875 under the auspices of the Sovereigns of Industry, and the co-operative idea has always been the leading one with the members, most of whom are young men and largely of American birth. The co-operative overalls factory was started through the exertion of this local, which contributed $480 to it. This enterprise was the outcome of a strike among the rubber garment operators, many of whom belong to the Ladies' Benevolent Legion, a mixed local assembly. When it appeared that the strike was likely to be a long one, the local called upon the district assembly for help. "It was thought desirable to put the girls in a way of earning their living so as to avoid the mortification of receiving charity. The district assembly at once appropriated $800 and the local assemblies also made extra contributions, amounting to about $600. Sewing machines, run by power, together with all the necessary outfit, were purchased, and the manufacture of workingmen's overalls, jackets and aprons begun. Eight girls, at $1 per day, were employed. As only two had run sewing machines, it was uphill work at first, but no one expected the business to pay immediately. It does not do so yet. Still each quarter shows an improvement, and when relieved of the expense of rent, it will be a success. At the end of the first three months, $590 had been paid out in wages, while the earnings footed up $406

—a deficiency of $184. The object in starting the factory had been accomplished: each of the girls had received in wages $6 per week and the district assistance fund relieved to that extent. The district had paid out less than $2 per week per girl.

"It is the ultimate intention to convey the full ownership of the factory to the Ladies' Legion, with all its responsibility. It is expected that in time the public will exclusively patronize this enterprise, so that it may afford employment to all women who are compelled to earn their own living, and at wages that will bear some relation to the cost of subsistence.

"Besides the funds contributed by the district and the different local assemblies, $560 was realized from an industrial fair managed by the Ladies' Legion. This has been invested in a piece of land, on which it is intended in the near future to build a small factory."

"Equality Association," (tailors,) Paterson: "At the time of the organization the tailors were scattered throughout the city, many of them occupying very poor apartments. It was impossible, therefore, to know for how much each member worked, and thus to take steps to prevent underselling. The idea of a co-oporative workshop, in which all the members could do their work, was conceived. It took well, and the shop was started. But after a two months' existence, owing to petty jealousies and drunkenness, the project collapsed."

"Superior Assembly," (broad silk weavers), Paterson: "The members are actively interested in a co-operative enterprise, which now has seventy shareholders. On Aug. 30, 1887, the co-operative society was started with a capital of $500, by members of the different local assemblies."

Trunk makers, Newark: "The assembly is now accumulating capital for a co-operative factory."

Mixed Assembly, Orange: "Has under consideration the starting of a co-operative store."

Trenton: "In May, 1885, the Trenton co-operative society was

started mainly through the exertions of the Knights of Labor, who elected all the officers for the first year. It is very successful now. Other like enterprises have since been started, but failed. Three productive societies were organized, brickmakers, shoemakers and pottery operatives; but, although a very respectable amount of stock had been subscribed in at least one of these undertakings, they never began operations."

Dyers, Paterson: "The Dyers' Benevolent Association, K. of L., made great efforts during the strike in February, 1887, which proved disastrous, to accumulate enough money to start a co-operative dyeing establishment. The members themselves raised $2,500, but as a $1,000 additional promised did not materialize, the whole project failed."

Camden: "In September, 1885, the circle of the Brotherhood of the Union* bought meat at wholesale and sold it at wholesale prices among its members. In July of the following year, this organization started a co-operative store, under the State law of 1884, with a paid in capital of $250, and soon after 'Property Assembly,' K. of L., began a similar enterprise, with $170. The two undertakings were consolidated in October, 1887, and 'Camden Assembly,' K. of L., which heretofore had bought provisions largely in bulk for the benefit of its members, joined with them."

Vineland: "In conjunction with the Brotherhood of the Union, which has a large 'circle' here, the members of the local assembly started a co-operative store, but it did not succeed."

Salem: "Within the past year a co-operative store has been established by District Assembly 2. It is doing fairly well, but not as well as could be desired."

Washington, Warren county "We have attempted to start a store, and also an organ factory; but the support of our members failed us."

* See Part 3.

Oxford: "Not yet, but we are endeavoring to start a co-operative store."

New Brunswick: "About a dozen members of the order here were among the active organizers of what is at present a very successful co-operative store."

Long Branch: "A painters' co-operative enterprise was begun here but failed."

Elmer: "There is one shoe factory here under a stock system. It is called co-operative."

North Clayton: "No co-operation, but a sort of arrangement to lend employers our money. A very poor plan."

Camden: "In 1885, a glass factory was started on the stock plan, the blowers taking most of the stock. It failed towards the close of 1887."

Woodbury: "Here a bottle factory was organized upon a stock basis, the blowers putting in from $100 to $500 and receiving stock. But as the employer held a majority of stock, he had a controlling interest, so that the workmen had very little to say in the management. Still, the business has been well conducted and the blowers have made good wages and strictly lived up to the rules of the Grand League. At present many non-stockholders work here, and there is very little of the stock arrangement left."

Swedesboro: "The factory was originally run as a non-union concern and on the stock basis. At first union men were employed but soon these were dispensed with. It proved a failure, was sold and under the new management became union and has succeeded well."

Raritan, Somerset county: "There is a store run by the Raritan Woollen Company on a sort of co-operative plan: Any employe may buy stock at $5 per share, and receive a dividend on his purchases. The dividend for the past six months' business amounted

to 10¼ per cent. The association is incorporated under the general act of 1875."

WOMAN'S WORK AND WAGES.

In 1886, the General Assembly of the Knights of Labor, in session at Richmond, Va., appointed as general investigator of woman's work and wages, Mrs. Leonora M. Barry, with the main object of furthering the cause of the order among the female wage-workers of the land, whose very unsatisfactory condition is due, primarily, to the absence of organization. Here are a few extracts from Mrs. Barry's first report, from October 1886–7, which are particularly interesting because the scene of a considerable part of her labors was in this State:

"Upon the strength of my observation and experience I would ask of officers and members of this order that more consideration be given, and more thorough educational measures be adopted on behalf of the working-women of our land, the majority of whom are entirely ignorant of the economic and industrial question which is to them of such vital importance, and they must ever remain so while the selfishness of their brothers in toil is carried to such an extent as I find it to be among those who have sworn to demand equal pay for equal work. Thus far in the history of our order that part of our platform has been but a mockery of the principles intended. And, if those who pledged themselves to the support of this principle do not resolve to trample under foot their selfish personal ambition and for a time turn their attention to the poor down-trodden white slave, as represented by the women wage-workers of this country, then let us here and now wipe the twenty-second plank out of our platform, and no longer make a farce of one of the grandest principles of our order.

"December 6th I went to Trenton, N. J., in compliance with the request of L. A. 4925. While there made an investigation in three woolen mills, and found the condition of the female operatives to be in every respect above the average. Also visited the potteries, where many women are employed. Those people stand greatly in need of having their condition bettered, as they receive poor wages for laborious and unhealthy employment. Also visited the State Prison, and noticed, with regret, the vast amount of work of various kinds the inmates were turning out to be put on the market in competition with honest labor. While in the city, I addressed five local assemblies and held one public meeting of working women.

"December 10th went to Newark to investigate the matter concerning the sewing-women of that city, which was referred to our committee at the General Assembly at Richmond. Found, after a careful study of the matter, that the case reported by the boys' shirt-waist makers was not only true, but that in general the working-women of Newark were very poorly paid, and the system of fines in many industries was severe and unjust. Instance: A corset factory where a fine is imposed for eating, laughing, singing or talking, of 10 cents each. If not inside the gate in the morning

when the whistle stops blowing, an employe is locked out until half-past seven; then she can go to work, but is docked two hours for waste power; and many other rules equally slavish and unjust. Other industries closely follow these rules, while the sewing-women receive wages which are only one remove from actual starvation. In answer to all my inquiries, of employer and employed, why this state of affairs exists, the reply was, monopoly and competition. * *

"On January 6, 1887, took up the work again in Trenton, N. J., per instruction. Held several meetings, both public and private, of working-women for the purpose of getting them into the order, as the women of this city are not well organized. Went to Bordentown to a shirt factory there, but the unjust prejudice which they have always held towards organized labor cropped out on this occasion and they refused me admission.

"At Lambertville I found a good local assembly, but no women had as yet joined the order there. I held several open meetings, and addressed eight local assemblies with such words of instruction as I was competent to give. * *

"Went to Auburn, N. Y., Feb. 20. I found the working-women of this city in a deplorable state, there being none of them organized. There were long hours, poor wages and the usual results consequent upon such a condition, not among male employers alone in this city, but among women, in whose heart we would expect to find a little pity and compassion for the suffering of her own sex was this the rule. In fact, I found one who, for cruelty and injustice toward employes, has not an equal on the pages of labor's history—one who owns and conducts an estabment in which is manufactured women's and children's wear. Upon accepting a position in her factory an employe is compelled to purchase a sewing machine from the proprietress, who is agent for the S. M. Co. This must be paid for in weekly payments of 50 cents, provided the operative makes $3. Should she make $4, the weekly payment is 75 cents. If at any time before the machine is paid for, through a reduction of the already meagre wages, or the enforcement of some petty tyrannical rule, sickness, anger or any cause, the operative leaves her employ, she forfeits the machine and all money paid upon it, and to the next applicant the machine is resold. She must also purchase the thread for doing the work, the proprietress being agent for a thread company. It takes four spools of thread at 50 cents a spool to do $5 worth of work, and when $2 is paid for thread, and 50 cents for the machine, the unfortunate victim has $2.50 wherewith to board, clothe and care for herself generally; and it is only experts who can make even this. Many other equally unjust systems are resorted to, of which lack of space forbids mention. * *

"March 14, was sent to Paterson to look into the condition of the women and children employed in the linen-thread works of that city. There are some fourteen or fifteen hundred persons employed in this industry, who were at that time out of employment for this reason: Children who work at what is called doffing were receiving $2.70 per week, and asked for an increase of 5 cents per day. They were refused, and they struck, whereupon all the other employes were locked out. This was what some of the toadying press called 'Paterson's peculiar strike,' or 'unexplainable phenomena.' The abuse, injustice and suffering which the women of this industry endure from the tyranny, cruelty and slave-driving propensities of the employers is something terrible to be allowed existence in free America. In one branch of this industry women are compelled to stand on a stone floor in water the

year round, most of the time barefoot, with a spray of water from a revolving cylinder flying constantly against the breast; and the coldest night in winter as well as the warmest in summer those poor creatures must go to their homes with water dripping from their under-clothing along their path because there could not be space or a few moments allowed them wherein to change their clothing. A constant supply of recruits is always on hand to take the places of any who dare rebel against the iron-clad authority of those in charge. The law is evaded in this matter; but the passage-tickets on the Inman Steamship Line, that are advanced at from $5 to $7 more than they actually cost to the friends of those employed here or in the factory of this firm in Belfast, Ireland, and which are paid for after they commence work for the firm on this side of the ocean in $1 installments, at their semi-monthly payments, furnish good grounds for a test case in the near future. Add to this the most meagre wages, crowded, badly ventilated rooms, want of proper sanitary conditions, and many other cruelties, and a fair-minded public can form some solution of the 'unexplainable phenomena.' A thorough account of all this was placed in the hands of State Deputy Factory Inspector Hall. Also notified L. T. Fell, Chief Factory Inspector, and through his efforts much child labor has been abolished and other defects somewhat remedied. But there is very much yet to be done. * *

"March 29 reached Fall River, Mass., in accordance with request of Brother James Mulcahey, on behalf of a newly-organized women's assembly of that city. I found the condition of the women wage-workers of this place what it is in every cotton-manufacturing centre: hard work, poor pay, stringent rules and a deplorable condition generally. Organization here was very weak. * * Found the condition of Haverhill working-women, as far as I could learn, to be above the average—there being very few children employed, except in a box factory, and those, although apparently under the age prescribed by law, claimed to be over that age, and had fulfilled all requirements as to schooling. The answer of one little girl, whom I questioned, showed how well they were trained to be non-committal. When I asked her how old she was, she replied with true Yankee shrewdness: 'I don't know, but I guess ma can tell you.'

"Organization was suffering here from much the same disease as in other places—inward dissensions, neglect and indifference; yet there were many earnest, energetic, faithful brothers and sisters, who were an honor to the order. While stopping here I gave public and private lectures to the people of Lawrence and Lynn. The condition of the Lawrence toilers was in every way similar to that of Fall River. Some petty abuses which came to my notice I acquainted the State Factory Inspector of, but until organization is more thorough their case is hopeless. Summing the State of Rhode Island up, on the whole, the condition of its wage-workers is truly a pitiful one, its industries being for the most part in the control of soulless corporations, who know not what humanity means—poor pay, long hours, yearly increase of labor on the individual, and usually a decrease of their wages, the employment of children in some cases, who are mere infants. The following is a fair sample of the contemptible, mean trickery resorted to by some of the kings of the cotton industry: A law in this State prohibits the compulsory labor of women over ten hours per day. Upon one occasion women weavers were asked to work over-time; they refused. The foreman went to the men weavers, asked them to work overtime, saying it would be money in their pockets, a favor to their employer, and would

make the women jealous of their larger months' wages. Then they would consent to work over-time, too. This is only one instance of how the wage-workers are made the instruments of injury to one another. The years of cruel oppression and injustice which these people have endured has so sapped the milk of human kindness from their hearts, that the same system of selfishness applied to them by their employers they in turn practice toward each other. * * *

"Went to Baltimore June 8, in accordance with a request from D. A. 41. I found here a solid organization of honest, energetic Knights of Labor among the men, but comparatively few women organized with the number employed. If there is one cause more than another that fastens the chains on Baltimore working-women it is their foolish pride, they deeming it a disgrace to have it known that they are engaged in honest toil. It will take a great deal of teaching and education to overcome this, as it is, for the most part, inherent. The consequence of this is that they are poorly paid and are working under many unjust systems. More especially does this apply to those engaged in the manufacture of women's and children's wear, overalls and in shirt factories, in some of which fines are imposed for talking, laughing or singing during working hours. The canners and packers of fruit and vegetables receive but small wages and do not have steady employment. The rate of wages per day is one dollar, and piece price would hardly equal that, judging from the fact that but five cents were paid for peeling twenty-four pine-apples. The acid of this fruit cuts the flesh frightfully, making it difficult to continue the labor steadily. * *

"I left Philadelphia on July 15 to make investigation of the condition of New York city's sewing-women, in compliance with the request presented at the session of the General Assembly at Richmond. I would like to devote pages to laying before the public the condition of those poor unfortunates. Much has already been written on the subject, and, in mentioning many circumstances that met my observation I might, by some, be accused of plagiarism; but, to be as brief as possible, I can truthfully say that more injustice, scheming, trickery, and frauds of all kinds are practiced upon the helpless, poverty-bound sewing-women of New York city by the greedy, heartless employer, than on any other class of wage-workers on the American continent. The price paid for all kinds of women's and children's wear, also that of men's and boys', manufactured on the slop-shop system, is simply a means of slow starvation, being insufficient to procure the amount of food necessary to appease the pangs of hunger, much less pay the exorbitant rent for their miserable tenement to the pitiless landlord, or cover the wasted form with comfortable clothing. And ofttimes, when work is finished and returned to the sweater, or middleman, whose object is to shave in every direction for the least flaw in one garment, the price for making the dozen is deducted, even though hungry stomachs are at the wretched home waiting the loaf that those few pennies would purchase, and the seamstress dare not resent or she would be discharged from his employment. A proof that New York city is the centre of underpaid labor may be understood from the assertion of a reliable gentleman, who stated that material could be shipped from Philadelphia to New York, then cut and made up into garments and returned to Philadelphia from 30 to 40 per cent. cheaper than they could get it made in Philadelphia. Not alone the meagre price paid the operative, but the unjust advantage taken of their helpless condition by the percentage made on delivering their work and under many other pretenses defrauding them of their small earnings, deserve condemnation.

"Another cause of the misery of these poor creatures is the large amount of work that is taken on the outskirts of the city by women who are not dependent on their earnings for a livelihood. Whole cases of goods are sent to parties who make ladies' lawn and muslin suits, consisting of three pieces, and trimmed with lace, for $1 and $2 per dozen; this is also true of all other garments. This compels the poor dependent seamstress to accept work at these prices or get none at all. The State law, while prohibiting children under a certain age from working in factories, etc., seems powerless to reach the numbers of children from four to six and eight years of age, who ply the needle as industriously the twelve and fourteen hours of the day as does the unfortunate mother whom they assist to earn their coarse and scanty meal. This fact of infant labor is also noticeable in the tobacco industry; and the organization which claims to control the munufacturing of this weed would find here a subject more worthy of their time and attention than many other topics which seem to occupy their thoughts.

"Such circumstances as above mentioned are not few but many, and I only refrain from giving names and locality in accordance with the oft-repeated reques. of those with whom I talked—'for God's sake do not give me away as I would lose my work and it is all I have to depend on.' I have them, however, for reference and future use. To every honest man who may read this I say, in conclusion, when you purchase an overcoat, see to it that the maker got more than 40 cents for making it; when you buy pants do not touch those that were made for 50 cents per dozen, or vests for 15 cents each, or a shirt for 3, 4 and 6 cents each. Be watchful of these things and you will soon teach the heartless monopolists of these industries that are flooding the country with cheap garments, that an honest man's back is not the place for a dishonestly manufactured article. And what I ask of men I ask with double earnestness of women, to whom the welfare of a sister toiler should be ever foremost.

"I reached Pittsburg, June 11, by invitation of L. A. 7228. Here would be a good place for some to come who are constantly talking of *women's sphere*. Women are employed in the manufacturing of barbed wire, under-ground cable cork works, pickle factories, bakeries, sewing of all kinds and all the other branches of business at which women are employed elsewhere. I visited a large establishment, a part of which is to be fitted for the manufacturing of nails, at which women are to be employed. There are also many laundries here in which women are compelled to work the the number of hours constituting eight days in a week of ten hours per day, and for which they receive pay for a week's work of six days. Also, in a tailoring establishment here I found that whatever wages are made by the employe, she must pay her employer 50 cents per week for the steam-power which runs the machines. There is but little organization here among the women, consequently their condition is similar to that of all others who are unprotected—small pay for hard labor and long hours. While the cause of their lack of interest in organized labor is largely due to their own ignorance of the importance of this step, yet much blame can be attached to the neglect and indifference of their brother toilers within the jurisdiction of D. A. 3, who seem to lose sight of one important fact, that organization can never do the work it was intended to do until every competitor in the labor market can be taught its principles. Having assisted to renovate and revive Ladies' L. A. 7228, I have every reason to believe that it will continue to grow and flourish and achieve great success in the future."

PART V.

STRIKES AND LOCKOUTS.

A Record of Seven Years' Industrial Warfare in New Jersey—1881–1887.

PART V.

STRIKES AND LOCKOUTS.

The ever-recurring conflicts between employer and employed, or between capital and labor, as it is the fashion to term it, long have been considered as a most prolific and interesting field for the economic investigator. The great difficulty, however, of the undertaking has prevented any very thorough investigation into the subject of strikes and lockouts, although several, more or less complete, have recently been made. Much valuable information was secured by the various Parliamentary commitees appointed during the half century of agitation for the modification and abrogation of the old English conspiracy laws. But the first elaborate statement concerning the number, causes and results of strikes in the United Kingdom for ten years, 1870-79, was made by a member of the British Statistical Society in 1880,* who gave a record of 2,352 strikes, of which 598 occurred in the building trades, 390 in the metal trades, 339 among the colliers and miners and 277 among the textile workers. The clothing trades had 163, while 140 were credited to "ships and shipping." These strikes were distributed over the following years: 1870, 30; 1871, 98; 1872, 343; 1873, 365; 1874, 286; 1875, 245; 1876, 229; 1877, 180; 1878, 268; 1879 (to Dec. 1), 308. Their total duration was estimated at 9,030 weeks, or an average of nearly 4 weeks. The results in 2,001 strikes are given as "unknown," while the 351 accounted for are divided into: 189 lost, 71 won and 91 compromised. His deductions, therefore, that the balance, in results, is against the strikers are practically worthless. His data were mainly gathered from the newspapers.

In the United States the Massachusetts and Pennsylvania Bureaus

* G. Phillips Bevan.

of Labor Statistics each have made an investigation, reaching back for a series of years, of the most important strikes occurring in their respective States. The former Bureau had reports from 159 and the latter from 152 strikes: The successful strikes in Pennsylvania in the 46 years covered by the investigation was found to be 45 out of 135 of which the result was given, or 33⅓ per cent.; while 66, or 48⅘ per cent., were unsuccessful. In Massachusetts, on the other hand, out of 150 strikes, 109, or 73 per cent., resulted unsuccessfully, and only 12 per cent. successfully. The Pennsylvania returns corresponded more nearly with the results obtained by Mr. Joseph D. Weeks, the expert and special agent for the Tenth U. S. Census, who early in 1884 submitted his report of the investigation made by him "into the number, location, causes and results of strikes and lockouts during the calendar year 1880." This report does not pretend to be a complete record of the industrial disturbances occurring during that year, "for the first information came in almost every instance from some notice concerning them in the public prints." It is thus evident, that many escaped notice.

The total number of separate strikes of which Mr. Weeks obtained some information was 762, one strike including in many instances several establishments. Thirty-one States and Territories are represented; but three States are credited with 501, or 65¾ per cent. of the whole number reported: Pennsylvania, 304: New York, 104, and Ohio, 93. Illinois reported 35, and New Jersey, 32. The iron and steel industries reported 236; coal mining, 158; textile trades, 46; cigar-working, 42; building trades, 36; transportation, 36; printing trades, 28; glass industries, 27; piano making, 114; and shoe and boot making, 11. The causes obtained for all but 51 of the 762 strikes and lockouts, numbered 813:

Rates of wages	582, or 71.6 per cent.
Payment of wages	35, or 4. "
Hours of labor	7, or 0.7 "
Trades-unionism	22, or 2.7 "
Administration or methods of work	107, or 13.2 "

The results of 481, or 59 per cent. are given: 35 per cent. were successful, 18 per cent. compromised, and 47 per cent. unsuccessful.

Of those for an advance in wages, a larger proportion were successful than for any other cause, or 41 per cent.; 20 per cent. were compromised; and 39 per cent. were unsuccessful. On the other hand, of the 45 against a reduction, 75 per cent. were unsuccessful. Of the other classes, those involving questions relating to the payment of wages were quite uniformly successful. Every strike in connection with the hours of labor, of which the result was given, was unsuccessful. In questions relating to administration and methods of work, the strikes were, as a rule, unsuccessful.

Mr. Weeks estimated, from the data on hand, that 228,138 men were idle, by reason of these 762 strikes and lockouts, or an average of 27 days each; and that the wage loss was $13,000,000, or $57 for each employe.

Besides those mentioned above, other official investigations have been made, mostly by nearly all the various State Labor Bureaus; but these have been spasmodic and incomplete. In our report for 1883, the causes and results of 135 strikes, extending over a period of 30 years, were tabulated. Of these 62 were for an increase of wages, 46 against a reduction, and 27 had other objects. Of those where a demand for increased wages was made, 42 turned out successfully, 7 were compromised and 13 failed. Of those to resist a reduction 28 failed, 6 were compromised, and 8 successful. Fifty per cent. of the whole number were either successful or compromised.

But, as we have before observed, all these efforts have resulted in the collection of information from only a few isolated cases, or, at best, for a limited extent of time and territory. The investigations have been incomplete; and any conclusions drawn from the data thus obtained must necessarily be unsatisfactory. The same objections do not hold good against the first systematic and really valuable official collection of the statistics of strikes and lock-outs, made in 1887, by the U. S. Bureau of Labor, for tabulation in the third annual report. The period of investigation covered the six years from 1881 to 1886 inclusive, and took in the whole country. As this report has not yet been issued, the following summary is reproduced from a newspaper abstract, published at the close of the year:*

*Dec. 30, 1887. See associated press despatch in N. Y. dailies.

"The six years' record embraces 3,903 strikes, which involved 22,336 establishments, of which 6,060 belonged to the building trades. The whole number of employes involved was 1,318,624; of original strikers, 1,020,832. In 2,182 establishments lock-outs were declared, the number of employes locked-out being 159,538. It should be remembered, warns Commissioner Wright, 'that these figures do not represent the actual number of individual establishments or different employes engaged, as in many cases there have been two or more strikes or lock-outs affecting the same establishment in the same year. In such cases the establishment and the number of employes engaged are duplicated."*

"Of the whole number of employes involved in strikes during the six years covered by the report 88.56 per cent. were males and 11.44 per cent. were females. Of those involved in lock-outs during the same period 68.78 per cent. were males and 31.22 per cent. were females.

"New York, Pennsylvania, Massachusetts, Ohio, and Illinois represent 74.74 per cent. of the whole number of establishments affected by strikes throughout the country and 90.80 per cent. of the lock-outs. These five States, it is stated, contain 49 per cent. of all the manufacturing establishments and employ 58 per cent. of the capital invested in mechanical industries of the United States. Of the 22,336 establishments in which strikes occurred, in 10,342, or 82.12 per cent. of the whole, strikes were ordered by labor organizations; while of the 2,182 establishments in which lock-outs occurred, 1,753, or 80.34 per cent., were ordered by combinations of managers. Of the whole number of establishments subjected to strikes there were temporarily closed for business 13,443, or 60.19 per cent.; on account of lock-outs, 62.60 per cent. The average duration of stoppage on account of strikes was 23.1 days; for lock-outs, 28 days. The results of the strikes, so far as gaining the objects sought are concerned, are shown to be as follows: Success followed in 10,407 cases, or 46.59 per cent. of the whole; partial success in 3,004, or 13.45 per cent. of the whole, and failure followed in 8,910 cases, or 39.89 per cent. of the whole. By lock-outs, 564 establishments, or 25.85 per cent. of the whole succeeded in gaining their point; 190, or 8.71 per cent., partly succeeded, and 1,305, or 59.80 per cent., failed. As to causes or objects of strikes, it is shown that increase of wages was the principal one—42.44 per cent. The other leading causes are given as follows: For reduction of hours, 19.45 per cent.; against reduction of wages, 7.75 per cent.; for increase of wages and reduction of hours, 7.57 per cent.; against increase of hours, 62 per cent.; total for the five leading causes, 77.83 per cent.; all other causes, 22.17 per cent.

"Disclaiming absolute accuracy, the report gives the losses of employes and employers resulting from strikes and lock-outs as follows: Losses to strikers during the six years covered by the investigations, $51,816,165; losses to employes through lock-outs for the same period, $8,132,717, or a total wage loss to employes of $59,948,882. This loss occurred for both strikes and lock-outs in 24,518 establishments, or an average loss of $2,445 to each establishment, or of nearly $40 to each striker involved. The assistance given to strikers for the same period, so far as ascertainable, amounted to $3,325,057; to those suffering from lock-outs, $1,105,538, or a total of $4,430,595. These amounts, however, the Commissioner says, are undoubtedly too low. The employers' losses through strikes for the six years amounted to $30,732,-

*This is equally true of our own statistics given below.

653; through lock-outs, $3,432,261; or a total loss to the establishments involved of $34,164,914. The tables appended to the report also show that the chief burden of strikes was borne by 13 industries, namely: Boots and shoes, 352 establishments; brickmaking, 478; building trades, 6,060; clothing, 1,728; cooperage, 484; food preparations, 1,419; furniture, 491; lumber, 395; metals, and metallic goods, 1,595; mining, 2,060; stone, 468; tobacco, 2,959; transportation, 1,478. These represent 89.35 per cent. of the whole number subjected to strikes. In lock-outs five trades bore 80 per cent. of the whole burden as follows: Boots and shoes, 155 establishments; building trades, 531; clothing, 773; metals and metallic goods, 76, and tobacco, 226, or a total of 1,761."

The advanced sheets containing the New Jersey statistics were kindly furnished, for use in our report, by Col. C. D. Wright, with the permission of the Secretary of the Interior, under the jurisdiction of whose department the U. S. Labor Bureau is. These data, in connection with additional ones for the years 1886 and 1887 obtained by our agents, are given in detail below, at the close of this chapter, in Tables 1, 2, 3 and 4. With the exception of the strikes in the green glass (bottle and vial) factories, and of those of the Paterson moulders, in the fall of 1886, the two series of tables are entirely distinct. The statistics are tabulated by years and strikes in the U. S. tables, and by years (1886 and 1887) and establishments in our own, and are summarized both by industries and years.*

In all, 890 establishments were involved in strikes and lock-outs during the years reported.† It will be noticed that one-half occurred in 1886, a phenomenal year in this respect, and for reasons already stated. Seventy per cent. of the strikes took place during the past two years, leaving but thirty per cent. for the five years from 1881, to 1885 inclusive, and of these all but an insignificant number are credited to 1881, for which 179, confined to but 10 industries, are reported:

* The telegraphers' strike in 1883 is not reported in these tables, as it extended over a number of States. The returns have all been compiled in the New York tables.

† As before stated, some establishments, where more than one strike has occurred, have been duplicated. Hence, these figures represent more than the actual number of establishments and employes. In many cases what was really but one strike or lockout involved a number of establishments. In the following comments and summaries each establishment is taken as one strike or lockout.

YEAR.	Establishments.	Industries.	Localities.
1881	179	10	5
1882	27	10	9
1883	15	7	6
1884	16	6	4
1885	32	11	9
1886	446	34	34
1887	175	24	22

Still, it is not to be taken for granted that this intermediate period was as free from industrial troubles as would appear from these figures, or that all the strikes of even the later years are contained in the lists given below. The probability is, that this record is more or less incomplete, especially for the period preceding 1886, for the difficulty, experienced in obtaining information respecting even the comparatively recent events of this kind, is increased an hundred fold after any considerable time has elapsed, all recollection of all but the most important being lost. And for all practical purposes of the investigator, this is of little consequence.

Our tables show a record, for seven years, of 16 lock-outs and 229 strikes, in which 890 establishments and over 41,000 employes were involved.

In many instances, it has been difficult to draw the line at a lock-out or strike, as in the Newark leather troubles in August, 1887; or to separate the two, where a lock-out was the result of a strike. For this reason, the reports from all but clear cases of lock-outs have been placed under strikes. In the 49 establishments, affecting 10 industries and 13 localities, where the employes were thus locked out, the result in 16 was a victory for the employers; in 12 cases the lock-out was partially successful, while in 21, or 43 per cent. of the whole number, it failed—that is, resulted favorably to the workers. The men were compelled to give in in 3 establishments, which were shut down to enforce a reduction in wages, and in 20 of the 28 where the lock-out was declared to head off a demand for increased wages. In the remaining cases, only one turned out disastrously to the employes.

The average duration of the lock-outs, per establishment, was 50 days, or a total of 2,464. Twenty-three of the establishments were

closed, for an average period of nearly 60 days. The remainder were not shut down. There were 2,166 males and 654 females affected—2,820 employes in all, or 2,044 by the lock-outs which turned out successfully for the employers, and 776 in those where the result was otherwise. The wage loss footed up $178,700, or about $64 for each employe. By this is meant the money which would have been received if there had been no idleness, enforced or otherwise. In only 19 establishments was assistance received by the employes, $12,494 being the whole sum contributed for this end by sympathizing labor organizations and individuals.

In all but 13 of the 49 establishments, the lock-outs were declared by combinations of employers. Our labor organizations were responsible for a not much larger proportion of the strikes in which the workingmen were engaged—those in 737 of the establishments interested, or 85 per cent. having been so ordered:*

The actual strikers comprised not more than 80 per cent. of the 38,000 workers thrown out of employment, by strikes, and less then 40 per cent. were involved in successful or partially successful ones. This statement, nevertheless, does not tell the whole story, for in several instances no account has been taken of those indirectly affected, as in the moulders' and dyers' strikes, of Paterson, and the various hod carriers' troubles, which concerned many mechanics in the kindred trades. Those responsible, for whose benefit the strikes were undertaken, probably did not number one-half of those drawn into the strife, voluntarily and involuntarily. Returns from about one-third of the establishments reported in our tables show that 11,243 workingmen and women went out on strike, and 15,000 odd became involved, for alleged grievances of 6,383—56 per cent. of the actual strikers and 44 per cent. of those affected. Yet, it by no means follows, that all of the non-combatants were not interested, or that those for whose benefit the strikes were undertaken alone shared in the results of the successful ones.

The average duration of the strikes, considering the trouble in each establishment as one strike,† was 20.1 days, the successful or partially successful ones averaging 11 and the unsuccessful ones 36

*A number of the others, though, were sanctioned and conducted by the organizations, although not originally ordered.

† Unless otherwise stated, this is what is here meant by a strike.

days. But our totals are not large enough to warrant drawing conclusions in this direction. The same objection, in a measure, holds good against the following summary, in which the strikes are analyzed by causes, with a view of showing their comparative success or failure, as well as duration. The wages question was a factor in fully 60 per cent. of the disputes, and that for a reduction of hours of labor involved 25 per cent. Nearly one-half of the strikes (47 per cent.) turned upon the question of wages only, and here the result was success or partial success in 78 per cent. In 89 (80 per cent.) of the 111 demands, pure and simple, for a reduction in the hours of labor, the employes were also successful. So also in 70 per cent. of the cases where these two leading objects were connected with other grievances. The 31 strikes for "sympathy" all failed, and the same result was the outcome of nine-tenths of the remaining demands. The following table will show these comparisons more in detail:

CAUSE OR OBJECT.	Total number.	SUCCESSFUL OR PARTLY SO.			FAILED.		
		Per cent.	Number.	Average duration. (Days.)	Per cent.	Number.	Average duration. (Days.)
For increase of wages	250	69.	172	20.3	31.	78	33.9
For equalization of wages, new price list, or the like	50	50.	25	18.0	50.	25	26.0
Against reduction of wages	84	81.	68	4.4	19.	16	28.0
For reduction of hours	111	80.	89	6.5	20.	22	29.0
For increase of wages and reduction of hours	87	84.	73	4.1	16.	14	8.0
Against extra work without extra pay	8	----	----	------	100.	8	90.0
For increase of wages and other demands	16	19.	3	100.3	81.	13	41.6
Against reduction of wages and other demands	4	100.	4	23.2	----	----	------
For weekly payments	1	----	----	------	100.	1	7.0
For back wages and other demands	3	33.	1	6.0	67.	2	106.5
For reduction of hours and other demands	88	75.	60	1.0	25.	28	6.8
For sympathy	29	----	----	------	100.	29	45.4
For sympathy and increase of wages	3	----	----	------	100.	3	33.0
For violation of agreement	10	10.	1	9.0	90.	9	17.4
For reinstatement of discharged employe	9	23.	2	3.5	77.	7	9.6
For discharge or against employment of non-union men, Chinamen, foremen, etc.	10	20.	2	1.0	80.	8	11.7
Against employment of apprentices	22	1.	2	68.0	99.	20	36.5
Against employment of girls	1	----	----	------	100.	1	123.0
Against employment of apprentices and reduction of wages	3	----	----	------	100.	3	43.3
For recognition of organization	37	----	----	------	100.	37	30.0
Against using non-union supplies	2	----	----	------	100.	2	7.0
For or against change of rules	3	----	----	------	100.	3	29.7

About four times as many males as females were drawn into these industrial contests*—30,935 males and 7,265 females. As 83.5 per cent. of those engaged in our manufacturing and mining industries, in 1880, were males, it appears as though the tendency to strike is equal in both sexes.

The result in over 54 per cent. of the establishments involved in both strikes and lock-outs was a victory, and in 40 per cent., disastrous to the employes. The balance of the disputes were compromised.

Our tables show that there were 49,706 hands employed in the establishments affected, before the commencement, and 49,946 at

* Strikes only. In lockouts the proportion of males to females was somewhat larger—2166 to 654.

the close of the strikes and lock-outs. As the latter total includes 6,181 new employes, one-third of whom were brought from other places, this would seem to indicate that nearly 6,000, or over one-fifth of the striking and locked-out hands had lost their employment—a conclusion not altogether justified. And as in a number of cases, the establishments and employes have been duplicated, perhaps more than once, it is also misleading to compare our data with the census returns and conclude that one-tenth of the establishments, one-fourth of the employes engaged in manufactures, have been affected by strikes and lock-outs during the past seven years.* Nor are the reported employes' and employers' losses to be considered as strictly accurate or complete. This is especially true of the manufacturers' supposed losses, which are at best estimates, in most cases not authoritative and given for not more than one-half of the establishments. These are reported to have lost $802,270 during the past seven years, or an average of $1,828—a sum undoubtedly much too low. The wage loss, $1,874,473, or $46 per employe affected, is more nearly correct, but, at the same time, more likely to be exaggerated. As before remarked, this wage loss means what the employes might have earned if they had continued at work at the old wage rate.

The following is a summary of these estimated losses to both employers and employes, by years:

YEAR.	Establishments affected.	Employes involved.	EMPLOYES' LOSS.		Establishments reported.	EMPLOYERS' LOSS.	
			Total.	Average.		Total.	Average.
1881	179	1,190	$25,776	$22	70	$19,510	$279
1882	27	2,853	194,108	69	16	21,833	1,365
†1883	15	928	48,151	52	10	8,354	835
1884	16	1,092	79,825	73	4	2,240	560
1885	32	2,678	121,762	45	30	16,164	539
1886	450	18,165	638,586	35	248	398,209	1,606
1887	171	14,204	766,235	54	61	335,960	5,507
Total	890	41,110	$1,874,473	$46	439	$802,270	$1,828

* A caution which appears in the extract from Commissioner Wright's report, above.

† Not including the telegraphers' strike.

Assistance, to the amount of $148,616, was extended, by sympathizing friends and organizations, to 17,834, or about two-fifths of the striking and locked-out hands. This would average but $8 to the employe, or less than fifty cents per day during the average duration of the strikes and lock-outs in the 890 establishments reported. This calculation does not, however, present a fair view of the matter, nor does a comparison between this sum and the amount of wages which it would have been possible to earn had there been no trouble—a comparison which at first blush looks decidedly unfavorable to the wage worker. For a mere wage gain or loss is no measure of the success or failure of a strike, except where the question of wages is immediately concerned. It is true that the bulk of strikes involve this point, but it is also true, according to our data, that these generally have turned out favorably to the employes. Besides, in not a few cases of labor disputes, the disastrous results are often more apparent than real. As Thornton wrote twenty years ago:

"A review of the industrial warfare of this country [England] during the last forty or fifty years will show on the one hand, that when differences between masters and men have led to severe and protracted struggles, the masters have invariably come off conquerors, yet will show on the other that in all the intervals between their victories the masters have been continually giving way. Repeatedly they have been successfully maintaining their ground against the most desperate assaults, and then presently afterwards tamely retracting without waiting for a renewed attack. Repeatedly they have put themselves to an enormous expense in resisting their men's demands, for no other purpose apparently then that of having a decent excuse for subsequently submitting to them. During nearly half a century all signal triumphs have been on one side, all substantial success on the other."

"Bradstreets'," which makes special efforts to procure data as to location, duration, result and number of employes involved in the important strikes and lockouts throughout the United States, thus summarizes its review for 1886 and 1887:

"Seven-eighths of the locked-out employes were beaten in 1887, and three-fourths of them the year before. Two-thirds of the strikes were for higher or against lower wages, or for shorter hours at unchanged wages, and one-fourth of them concerned trades union demands not relating to wages or hours directly. Of the total striking in 1887, about 40 per cent. succeeded as compared with 20 per cent. succeeding in 1886. * * * These figures point to there having been at least 1,300 industrial

strikes* in the United States within two years, by some 850,000 employes of whom about 30 per cent. gained their points, wholly or in part. * * *

"Comparing the total number of strikers in leading lines in 1887 with similar totals as reported for 1886, we have the following:

"TOTAL NUMBER ON STRIKE.

	1887.	1886.
Transportation	62,379	26,800
Coal and coke	70,450	39,600
Leather, shoes, etc	28,895	17,000
Tobacco and cigars	8,093	12,000
Textiles, clothing, etc	25,328	61,200
Iron and steel	29,989	13,500
Patterns and machinery	10,699	48,200
Building trades	56,560	31,700
Furniture	436	18,600
Lumber	610	10,000
Miscellaneous and laborers	34,330	30,000
Brewers	848	2,000
Meats and packing	------	57,300
Laundry employes	------	15,000
Sugar	5,724	2,500
Totals	328,617	383,400
Grand totals reported	340,000	†448,000

"It is thus seen that the only lines mentioned in which the strikes were fewer in 1887 than in 1886 are: packing-house employes, of whom none are noted in 1887; those engaged in the manufacture of tobacco and cigars, ⅓ fewer; textiles, 60 per cent. fewer; patterns and machinery, a decline of 80 per cent.; furniture and lumber, from many to very few each, and brewers, a decline of 55 per cent. Increases are: transportation employes, 130 per cent.; coal miners and coke burners, 90 per cent.; leather, shoes, etc., 70 per cent.; iron and steel, 120 per cent.; building trades, 79 per cent.; sugar employes, 130 per cent., and miscellaneous and laborers, 15 per cent.

"Some notion of the loss of wages from strikes in 1887 and 1886 may be gained from the following comparison between the more imporant strikes of those years:

"RECORD OF LARGER STRIKES OF 1887.

	Wages Lost.
N. Y. & N. J. coal handlers and sympathetic strikes, 90,000. Strikes failed	$2,650,000
New England shoe factory employes, 8,000 men. Failed	2,500,000
Connellsville, Pa., coke burners' strike. 10,000 men. Failed	1,000,000
Chicago building trades, 26,600 strikers. Failed	1,880,000
Lehigh, Pa., coal miners, 25,000 men and boys. Failed	2,500,000
Total wages sacrificed	$10,530,000

*Not separate establishments, as our returns show.

†The U. S. Labor Bureau returns show 503,442 strikers, not including locked-out employes.

"RECORD OF LARGER STRIKES OF 1886.

At a dozen cities, the May 'short-hour strikes,' 250,000 men. Majority failed	$3,000,000
Chicago butchers, 20,000. Succeeded	900,000
Cohoes and Amsterdam, N. Y., knitting mill strike, 20,000 employes. Failed	2,000,000
Maryland and Pennsylvania bituminous miners, 21,500. Failed	2,360,000
Total wages sacrificed	$8,260,000

"In 1887, nearly 162,000 strikers, out of a total of 340,000 reported, lost $10,530,000 in wages, and unless the Lehigh miners win their strike the $10,500,000 wages lost in 1887, as above, will remain an absolute loss, as the other large strikes noted were all failures.

"In 1886, 312,000 men, about three-fourths of the total (448,000) reported sacrificed $8,260,000 in wages while on strike, but about 100,000 of these strikers, losing about $3,900,000 while on strike, succeeded in their undertakings.

"During 1887, the number of days' labor sacrificed in each line of industry by strikers has been carefully calculated, both where the strikes were successful and where unsuccessful:

"NUMBER OF DAYS LOST BY STRIKES BY TRADES.

	Unsuccessful Strikes. Days Lost.	Successful Strikes. Days Lost.
Marine	208,405	41,820
Steam railway	247,873	29,582
Street railway	19,315	2,565
Coal	59,340	425,040
Coke	910,000	14,075
Boots	1,192,608	99,335
Leather	33,736	4,195
Tobacco	119,948	1,042
Cotton	326,280	44,290
Woolen	79,487	16,715
Clothing	10,430	94,500
Silk	96,625	1,045
Iron	47,932	117,690
Steel	156,822	163,720
Machinery	19,440	3,515
Coopers	39,874	5,400
Brewers	6,765	3,630
Miscellaneous	163,595	143,709
Moulders	53,553	205,739
Building	1,183,139	308,939
Salt	4,950	350
Printing	36,330	17,770

	Unsuccessful Strikes. Days Lost.	Successful Strikes. Days Lost.
Laborers	35,120	11,120
Silver	30,700	2,730
Copper	12	5,400
Glass	7,945	6,978
Lumber	3,365	280
Carriage	80	2,360
Pottery	210	...
Furniture	6,740	560
Sugar	110,696	600
Totals	5,081,315	1,774,694

"In addition to this, 16 strikes which were not ended by December 31 last account for 2,996,890 days' time lost, giving a grand total which is probably equal to fully 10,000,000 days' time lost by 350,000 men. This points to nearly one month's wages sacrificed per capita, as the average by strikers during 1887; or, about 8½ per cent. of the annual wages lost by probably one-tenth of the total number of industrial workers, that being about the proportion who went on strike. If $1.50 per day be taken as a low estimate of the probable average earnings of those who went on strike during 1887, the loss of wages reckoned in money would amount to about $13,500,000 for both successful and unsuccessful strikers, as well as for those whose strikes were not ended December 31 last. This indicates that the successful strikes during 1887 involved a loss of $2,400,000 in wages, the unsuccessful of $6,800,000 wages, and the unsettled strikes on December 31, of $4,300,000."

In the preceding three chapters will be found a more or less extended account of many of the strikes, engaged in by some of the labor organizations, a sketch of whose history is there given. It is unnecessary, therefore, to repeat the facts, there stated, in this connection. Considerable space was devoted to the green glass bottle blowers' struggle, occurring in southern New Jersey, in the fall of 1886, against the employment of new apprentices for the blast of that season. It failed, and the blowers returned to work, after from one to two months' idleness, on the manufacturers' terms—the employment of apprentices and a reduction of 5 per cent. in the wages current during the preceding blast. Besides the 500 odd blowers and others directly interested, 1200 employes lost the opportunity to earn their wages, which, for all involved, amounted to $140,000 for the time lost. In addition to this, the strikers worked during the balance of the blast for 5 per cent. less than they would have received had they made no resistance to the

employment of apprentices originally—a loss, which has been estimated at $26,600. In our tables the employers' sacrifices are put down at $20,400, the presumed loss of profits. But the gain of the 5 per cent. in wages which their blowers were compelled to relinquish, and the very brisk season following the stoppage of the factories during the strike, must fully have counterbalanced this loss.*

For similar reasons, it is claimed that no loss resulted by employers and employes in the window glass factories, where strikes involving nearly all our establishments, at the beginning of the blasts of 1886 and 1887, followed the refusal to concede increased wages to some skilled hands. These strikes affected about 1900 and lasted an aggregate period of twelve weeks. The resulting apparent loss was $150,000 for the employes and $35,000 for the employers. But the indirect gain equalled this: if the factories had started up in September, the end of the season would have witnessed a large over-production in window glass and prices would have fallen, resulting in reduction of wages and loss of profits. The failure to begin the blast at the usual time, also enabled the manufacturers to dispose of the surplus stock on hand at good prices. In these two strikes, only about one-third of the employes were directly interested. In 1886 they failed to secure an increase of wages; but, in 1887, their original demand for a ten per cent. advance was compromised at 5 per cent.

In order to bring the wages paid to the Paterson moulders up to the standard current elsewhere, a new schedule of prices, on August 5, 1886, was submitted to the various firms, on behalf of the K. of L. local moulders' association. This demand did not meet with much favor from the employing moulders. The proprietor of one of the largest establishments replied by locking-out the hands and attempting to get his work done in two of the other shops. But the workmen there refused to handle it and were, in consequence, discharged. On August 19th the district executive board (D. A. 100), after several ineffectual efforts to arrive at a satisfactory settlement with the employers, asked the sanction of the General Ex-

*A history of this strike was given in the report for 1886; further details may also be found in Part 2, above.

ecutive Board of the Knights of Labor to bring matters to a crisis by calling out all the employes in the Paterson shops. After due investigation this was granted, and on September 6th a general strike was ordered, with the exception of one small establishment which had accepted the new schedule. Most of the firms had given in by the middle of November. One held out till January 15, 1887; while the Rogers Locomotive and Machine Company refused to treat with the labor organization at all. After a time this establishment resumed work with its old hands, who were compelled to renounce their connection with the moulders' assembly. But in every case the new rates of wages were conceded.

With the exception stated, each of the employers entered into the following agreement with the representatives of the K. of L.:

"The company shall reinstate all or as many of their former employes as they can work, at the following wages: Moulders, who received $2.25 per day, to receive $2.50 and those who received less, $2.25; core makers, $2.00; melters, $2.00; and laborers, $1.25 to $1.50 per day.

"The company also agrees to give the preference, in the employment of additional help, to their former employes, all other things in relation thereto being equal. The company shall have the right to discharge any employe for incompetency or other cause; it being understood that no employe shall be discharged on account of his connection with the K. of L. or any other organization.

"It is also agreed that the company shall have the right to accept and perform any work that may be offered by any person, company or corporation whatsoever.

"It is also agreed that in the future any difference or misunderstanding, that may arise, shall be referred to a board of arbitration composed of an employe or representative and the company or its representative, and they shall select a third party; and their decision shall be final; and in no case shall the men leave work pending said settlement and until all of the above terms have been complied with."

There were directly 318 men involved in this trouble, and many more indirectly, who were thrown out of employment by the stoppage of the works. The moulders' loss of wages amounted to $38,940. They received in assistance from the various local assemblies and other organized workingmen, $19,288. The result was a substantial increase of wages all over the city, and with one exception, the recognition of organized labor.

The silk dyers' strike at the beginning of 1887 did not turn out so well for the employes. It began on February 9th and lasted six

weeks, ending in a very substantial victory for the employing dyers. The demand of the workers' association (K. of L.) was for a new schedule of wages, reduction of hours from 60 to 54 per week, and to make the different shops "union." Nearly 1100 dyers were directly interested in the contest, while 500 additional silk workers were affected. Ten firms were involved. Both sides undoubtedly suffered severely, directly and indirectly: The employers, at the close, found considerable of their former business absorbed by the 17 new firms which had started up in Paterson during the strike, which had also kept the old establishments idle for 40 days. The workers lost $44,531 in wages, and received only $1,285 in assistance; but all again were employed on what were substantially the old terms. The wage loss does not include that of those workers who, by reason of the shutting down of the dyeing departments, were also thrown out of employment.

At about the same time this dyers' strike was in progress, occurred the trouble in the Barbour Flax Spinning Company's Works, which involved 1400 employes and entailed a loss to them of $35,280 in wages. It is a dispute, like so many others, whether this affair was a strike or lock-out. The seventy-two doffers, mostly little girls, on February 23, 1887, asked for an advance of five cents per day in their wages, as they only received $2.40 per week or 40 cents per day. On refusal, they struck. Other employes were ordered to do their work—a requirement which was not complied with. Whereupon the mills were closed and all the employes sent home. Five days afterwards the mills were reopened, but only a few non-union men returned. The great majority refused to go back until ordered to do so by the General Executive Board of the Knights of Labor. About one-half of the employes were members of the order. This difficulty is referred to, in very uncomplimentary terms to the employers, by the General Investigator of the K. of L., Mrs. Barry, whose report is given at the close of the preceding chapter.

The employes of the Bound Brook Woolen Mills began a prolonged strike on March 31, 1887, for increased wages and because

of refusal to rectify alleged grievances. The superintendent, speaking on behalf of the company, denies that any real complaints existed, except that the hands were not allowed to control the mills under the rules of the Knights of Labor. Be that as it may, the strikers assert that a committee of employes, on March 21, did seek to confer with the official representative of their employers but were refused a hearing. After the strike had been inaugurated, the following letter was sent to the superintendent, and was answered by the posting in the mills of the following

"NOTICE.

"On and after this date we will not employ any one belonging to the Knights of Labor society; and for any one, after entering our employment, that joins, visits or subscribes to a Knight of Labor assembly, such joining, visiting or subscribing will be considered sufficient cause for their removal.

BOUND BROOK, May 4, 1887."

"BOUND BROOK, N. J., April 30th, 1887.

"*To D. V. Chandler, Superintendent of the Bound Brook Woolen Mills:*

"Sir:—We, the undersigned committee of the employes of the Bound Brook Woolen Mills, and also a committee of Local Assembly, No. 5191, Knights of Labor, having had an interview with Mr. Einstein and yourself in regard to an advance of wages and the rectifying of abuses existing in the weave room, and having been summarily discharged without having been given an opportunity of even stating how much of an advance was desired, together with the refusal of the employes to remain in your employ until the questions in dispute are satisfactorily disposed of, we send to you a copy of our grievances and price list of Philadelphia and Bound Brook for your comparison, believing we are justified in asking for the advance and the recognition of the Order of the Knights of Labor.

"The system of docking that has been practiced in the weave room during the last year, the preference of work given to foreigners while those who had been in the employ of the Bound Brook Woollen Mills were refused work, naturally led us to believe that those who had made their homes in Bound Brook, who had been drawn hither by a promise of work, were to be supplanted by those who would be willing to work for what was offered them. And why? Simply because we formed an organization for our welfare; and it was thought that organization would be a source of trouble to the Bound Brook Woolen Mills.

"If the manufacturers of Philadelphia can afford to pay a certain price for work, we do not see any reason why we should do the same work for less pay. Therefore, we respectfully ask you, in order to have those who have left your employ return, to grant such an advance of wages to the employes as will place them on an equal footing with the employes of Philadelphia.

Hoping you will give the above your careful consideration, we send you a copy of our grievances and price list of Philadelphia and Bound Brook, and a copy of the advance desired by us.

A. T. CUSHING,
R. J. BURKE,
JACOB FRIDAY.

BOUND BROOK, N. J., April 30th, 1887.

Grievances of the Employes of the Bound Brook Woolen Mills.

"The prices paid for weaving and all other kinds of work are between 20 and 25 per cent. below the prices paid in Philadelphia for the same kind of work.

"Weavers fined 50 cents for coming in late.

"Superintendent cursed two girls for coming in late.

"A weaver was out sick all the week, and was discharged for not coming in on New Year's day.

"A weaver asked out Friday afternoon, and not knowing they were going to work on New Year's day, was discharged for not coming in.

"A weaver was made to give up his loom to a stranger and he was put on a bad job.

"The practice of docking for waste and imperfection when the filling was such as to make it utterly impossible to make perfect cloth.

"The discharge of 17 employes on May 30th, 1886, for staying out on Decoration Day in the afternoon.

"The discharge of employes in various departments of the mill without a satisfactory reason.

"The utter impossibility of gaining redress and the harsh treatment that some of the employes are subjected to by the superintendent and the boss weaver, naturally gives us a just cause to complain.

"When these wrongs are righted, when an advance is given to us that will put us on an equal footing with the employes of Philadelphia, when the right that every employe of the Bound Brook Woolen Mills is entitled to shall be guaranteed to him or her—when these are granted, that dissatisfaction which Mr. Einstein said existed among the employes will disappear and they will again be willing to resume their various occupations in the Bound Brook Woolen Mills.

"In view of these facts we think we are justified in asking that the following rules and prices be adopted in the Bound Brook Woolen Mills:

For weaving two mills a pick, or 40 picks to the inch, 8 cents per yard, ¼ cent extra for each shuttle over two; and that the fines be reduced one-half.

"That the spinners be given an advance of 5 cents per hundred weight.

"Those employes who were receiving $1.00 to $1.05 to be given $1.25 per day; all those receiving more or less than $1.00 or $1.05 to be given an advance of 25 per cent.

"That all existing grievances not herein specified receive due consideration and be remedied if possible.

A. T. CUSHING,
R. J. BURKE,
JACOB FRIDAY."

The mills remained shut down for five weeks, while the strike was virtually over after a ten-weeks' fruitless resistance by the workers. The former employes either obtained work elsewhere or at some other calling. There were 252 men and women affected, of whom 204 were strikers. The loss in wages is estimated at $13,200; while $4,500 was given in assistance.

There were over $30,000 in wages sacrificed by the 125 employes in the "dry sand" iron foundry, at Millville, on account of the seven months' strike by the 81 moulders, core makers and helpers, from February to August, 1886. The history and result of this trouble were given as follows, in our report for 1886, by one of the journeymen core makers interested:

"Four extra pipes having been crowded into our gang without an increase of our wages, notwithstanding that we had been making twelve-inch pipes for about 69 cents, while in other places $1.02 was paid. We asked an increase of from $1.42 to $1.50 per day for our helpers. The proprietors were willing to grant this, provided there should be a proportionate increase of work; *i. e.*, the hands to mould more pipe in a day. But this we refused and went out. When the strike had been in progress for about two months, we were told that the increased wages would be conceded, provided we severed our connection with the Knights of Labor. Several conferences were held, but the strikers again refused to comply with the conditions of the employers and were locked out in consequence. Subsequently a settlement was reached. This was brought about by a conference between a citizens' committee, representatives from the Knights of Labor and the employers. The increase of wages without increase of work was conceded on behalf of the proprietors, who agreed to take back the old hands, as far as practicable, without discharging those who had taken the places of the strikers. The latter, on their part, promised to withdraw from the Knights of Labor temporarily, but were not to be discharged because of their future connection with any labor organization they chose to join."

The only important labor trouble in Essex county was that in which 1255 employes and 37 establishments were involved, occurring in August and September, 1887. It was a struggle between the leather manufacturers and the Knights of Labor, and the former won. The men claim that it was a lock-out, while the employers insist that it was a strike. The open rupture certainly began as a strike, which resulted, in the beginning of August, in calling out between 200 and 300 men by the district assembly of the Knights of Labor. This was answered, on August 17, by the Manufacturers' Association refusing to have anything to do with workingmen, as Knights of Labor, and thus virtually locking-out about 1200 men.

The origin of the trouble dates back to early in June when one of the employers, as is alleged, refused to keep to the agreement made in the preceding January not only to live up to the new schedule of wages then generally accepted by the leather firms, but

not to require his employes to turn out more than forty hides per day. Then came the resolve of the Manufacturers' Association to discontinue for thirty days the working of hides, except in the tannery of the employer above referred to, the refusal to treat with the labor representatives, the preliminary strike and, finally, the lock-out, which lasted, on an average, 30 days. Only a few small establishments were closed entirely. The net loss to employers from the beginning to the end of this trouble, according to their own estimate, was about $30,000. They assert that they had a large stock on hand and, consequently, lost none of their trade. The wage loss exceeded $80,000, while the assistance received amounted to not much over $15,000. The most serious result, however, was the permanent displacement of about 650 of the old employes. "More skilled labor," observed one of the manufacturers, "is offered for employment than ever before, caused by the influx of working-men during and after the strike. A year ago we were obliged to advertise for help; now we have from ten to fifty applications daily."

A Newark newspaper,* considered to be favorably inclined to the labor organizations, near the close of the year thus summed up the results of this strike and lock-out:

"On August 6 about 175 men were ordered to leave the T. P. Howell & Co.'s shops. A week later the shut-down ordered by the Leather Manufacturers' Association went into effect, and then the men were ordered out and 1,100 workers were thrown upon the streets. When the trouble was at its height there were about 1,300 leather-workers out of employment, depending upon the officers of District 51 of the K. of L. for financial support. How much of it they received the men know best themselves and their present distressing condition shows. The officers of the district always made glowing reports to the newspapers, and day after day declared that the men were being 'paid off as usual.' The men after awhile knew that the above statement meant that some generous organization had made a contribution and the money was distributed among the men as far as it went, and generally it did not go very far. In the beginning of September some of the men began to apply for their old positions and many of them sought work elsewhere, and when they could not obtain work at their own trade they took whatever they could find. In this way the number of idle men was considerably reduced until to-day there still remain idle, as far as can be computed, about 350 leather workers. Many of these are old men who have worked all their lives at the leather trade, and are not now capable of doing any other work. Many of the young men cannot procure any other work and their families and those depending on them are suffering in consequence.

"The amount of distress that has followed many of the leather workers since the

*Sunday Call.

beginning of the trouble will never be fully known. Scarcely a day passes that the Overseer of the Poor and the District Courts are not called upon to take action. The number of cases of actual want existing among the families of leather workers is greater than most people have any idea. This is particularly the case on the hill, where a greater part of the leather-workers live. Many of them have not only been unable to pay their rents, but also have been refused credit by the grocers and bakers, and in consequence lack the very necessities of life. The men who are so situated now are those who never before knew want, and are not the class to make appeals for assistance. In some cases where the head of the family has saved a little money this has been considerably diminished by the two months of enforced idleness. In several families where the father and sons all worked at the leather trade, the entire income has been stopped by their idleness." * * * *

"'We did not quit work until we were compelled to do so,' said one of the men. 'It was the principle we objected to. I don't suppose there would have been any trouble had the manufacturers asked us to sign any agreement concerning our work; but when they asked us to sign away our rights as freemen it was time for us to make a fight against it. We made the fight and lost it. A great part of the failure, in our opinion, is due to the district officers. We supposed that we were to be financially aided during the trouble, and on the strength of that the workmen of several shops quit work when they were not personally interested and were told by their employers that they would not be required to sign the agreement; but they came out in order to assist us, and they were placed in as bad a fix as we. Had we received the financial support we expected, there would not have been so many defections in our ranks in the beginning. If any inducements had been offered to the the men to hold out they would have stood firm, but there were not, and when the men knew this many of them applied for their old positions. It was this fact that encouraged the manufacturers to hold out against us longer than they otherwise would have done. The most prominent manufacturers went out of their way to assist the smaller manufacturers, in order to prevent them from yielding under the pressure of circumstances. In the beginning, not one-half of the manufacturers insisted upon their men signing the agreement, and it was only after the first two weeks, when they learned of our financial straits, that they united in demanding our signatures to an agreement to withdraw from all labor organizations.'"

A history of this strike by a representative workingman, as viewed from the K. of L. standpoint, is given below:

"The year from Oct. 31, 1886, to Oct. 31, 1887, was industrially quiet and prosperous in Essex county, except in one instance: the leather industry. There were half a dozen or more troubles in as many different departments of labor, but the only one involving great loss and serious distress, was that in the leather trade. When the year 1887 opened, all was quiet, satisfactory and harmonious in this business. About 3,000 men were steadily employed at good wages, the amount of capital invested being about $5,000,000. The first speck of trouble was seen in January. The executive board of D. A. 51, K. of L., had entered into an agreement with the Leather Manufacturers' Association: the latter agreed that they would make no discrimination against Knights of Labor, and would adopt a uniform scale of prices

This agreement further provided that no more strikes should be allowed to occur. until arbitration had failed to settle the dispute. One manufacturer objected at first, but subsequently he too fell into line with his 160 hands.

"In June, however, as is alleged, he broke his agreement. Then the men were called out by order of the K. of L. authorities. This led to a general coldness, and finally to an open rupture between nearly all the manufacturers and the K. of L. At length, on July 12, the New Jersey Leather Manufacturers' Association announced that they had decided to shut down for 30 days from July 31 on account of 'over-production.' Soon after it was made plain that the real cause of this action was sympathy on the part of the main body of employers with their associate in whose factory the first dispute took place. Without openly doing so they espoused his cause, some of them going so far as to secretly help him in securing hands to replace the called-out men.

"In the meantime, the officers and executive board of D. A. 51 exhausted every effort to bring about an amicable understanding between the Manufacturers' Association and the men, but it was all in vain: the association refused at every stage to even meet with the representatives of the men and discuss the situation. Even an attempt to secure a hearing for members of the General Executive Board of the Knights of Labor and other influential representatives of organized labor was met with unanimous refusal.

"The manufacturers did not carry out their determination to shut down on July 31, but on August 12, they publicly announced, that they had resolved to have nothing more to do with the K. of L. and had determined not to employ thereafter any more K. of L. men. They went further and exacted from their workmen written agreements that they would abandon the K. of L. In a word, they declared it to be their purpose to break up the order so far as it related to their trade. Seeing that all their efforts to avert trouble were met with scorn, the representatives of the men, acting with the full approbation of the General Executive Board in Philadelphia, called out the hands in two more shops. Then it was that the Manufacturers' Association took its most decided step, and locked-out the men in nearly all the principal shops in the trade. The total number of men affected was about 1200. For several weeks the men held out bravely, receiving financial assistance from various trade sources, including the K. of L. General Board; and for a month or so the employers were greatly crippled. But owing to lack of continued necessary financial support the men fell away. Many of them went back to their old places, accepting the hard conditions imposed. A number left for other fields of labor, and many more found employment at other callings.

"The net results were an utter failure for the K. of L. and a decided triumph for the Manufacturers' Association; also a tendency on the part of employers generally to treat their employes with less respect and consideration than formerly. The one gratifying feature of the whole contention is that the unemployed men acted throughout in a most dignified manner, not a single thing occurring to call for the intervention of the public authorities, or to cause the slightest blush of shame to mantle the cheek of any member of the labor associations. This is all the more praiseworthy, in view of the fact that the men received many provocations, one employer going so far as to strike one of his hands for no just reason. It is also proper to say, that throughout the entire difficulty, public sympathy was wholly on the side of the men, whereas the attitude of the employers was universally condemned as being arbitrary and unjust."

The most notable and serious of all these strikes was that of the coal handlers and those in sympathy with them, not only because of its duration and the number of men involved, but on account of its territorial extent and the disastrous consequences to the business communities affected. The trouble was precipitated by the notice given on Dec. 27, 1886, by the Philadelphia and Reading Coal Company to the "topmen" employed on its piers, at Elizabethport, that a reduction in their wages, from 22½ to 20 cents per hour, would go into effect on January 1, 1887; and in a short time all who were employed by the different companies at the coal shipping ports along the New Jersey coast, from the Amboys to Weehawken, were out either for an advance in their own wages or because of "sympathy" with these topmen—a sympathy, nevertheless, inspired, so far as coal handlers were concerned, by the fear that this reduction of wages, if successful, would soon be put into force generally. On the other hand, the success of the strike meant an increase in the remuneration of the topmen engaged elsewhere than at Elizabethport, who numbered seventy-five per cent. of those employed in the shipping of coal, and a considerable advantage to the trimmers, the next most numerous body engaged in this industry.

In New Jersey alone there were not less than 4,000 individuals drawn into this contest between the coal companies and their employes; but this was but a fraction of the number of men directly and indirectly interested: the strike was in force in three States, and its effects were felt far beyond the immediate circle of the thousands involved. The supply of coal that reaches consumers through the coal ports was almost entirely cut off for two or three weeks and caused a scarcity amounting nearly to a famine in this very necessary article; and for some time after shipments had been resumed, the supply furnished by the labor of the inexperienced new hands was so meagre as to afford but little relief. Retail dealers advanced the price of coal—a burden especially borne by the poor. The lack of fuel resulted also in the suspension of work, because of the shutting down of factories. All told, the indirect loss from this cause alone could not have been less than three million dollars. The efforts to prevent the so-called "scab" coal, that shipped by the

new hands, from being used occasioned serious derangement of the manufacturing industry in New York city. From the same cause the steamship lines suffered delay and injury: the freight handlers refused to load the boats that burned the objectionable coal; and when this difficulty had been surmounted by the discharge of the old and employment of new hands, and the boats dispatched to their destinations, at Charleston or New Orleans, it was found that the sympathizers there refused to unload them. Many thousands of 'longshoremen (16,000) in New York and vicinity joined the strike simply out of sympathy for the coalmen. These not only sacrificed their wages during the long period of self-imposed idleness, but very many among them permanently lost their employment. The 1,300 members of the International Boatmens' Union of New York, who either own their own boats or are employed by the coal companies, also took a hand in the struggle and refused to transport the coal from the New Jersey docks. It is said that each of the members spent during this strike, on an average, $200 out of his savings, besides losing the usual earnings, which amounted in the aggegate to over $200.000. Still, all of these striking boatmen can not be credited to New Jersey; and the same is true of the 'longshoremen and freight handlers—not much more than 4,000 employes altogether can be classed as New Jersey strikers.*

Looking at the direct result of the strike, the prevention of a reduction of wages of the few Philadelphia and Reading Coal Co.'s topmen, it ended successfully, for these topmen were not reduced. But in every other respect it was a bad failure. As a representative workman puts it: "It cost too much. The results secured were not worth the mighty sacrifices made by thousands of their fellow workingmen in New York and New Jersey, nor the confusion of business interests that followed." A highly gratifying circumstance of the trouble, nevertheless, was its comparative freedom from violence. Only two instances occurred in which loss of life was involved: On the morning of February 5th about two hundred strikers, armed with shovels, made an attack on about fifty new men at work on the Weehawken docks. Many of the latter

* "Bradstreet's" estimated the number of strikers in New York and vicinity, in January, 1887, at 40,000, not including 17,000 employes thrown out of work because of scarcity of coal, etc., caused by this coal handlers' strike. The number of coastwise and other vessels delayed in sailing was 38.

in terror jumped from the high trestles, on which they were stationed, sustaining severe injuries. One of the injured workmen died the next morning. The other unfortunate occurrence was that of the shooting of the school boy, Hogan, by the Pinkerton policemen, near Hoboken—an affair which seems to have been altogether without justification. Considering the intense excitement which prevailed during its progress, the strike was remarkable for the few occasions on which the law was violated. In this it is an exception among the noteworthy labor disturbances of other years. At several places there was a vigorous boycott of the "scab" workmen by the community, especially at South Amboy, where the retail merchants refused to furnish supplies either for the new hands or the deputy-sheriffs, brought on the scene to protect them.

As has been observed, it was at first a coal handlers' strike; and its cause dates back to August, 1886, when the agitation for an increase of wages of these workmen—the topmen, wheelers and trimmers—employed at the coal shipping ports began. The movement was practically simultaneous at various places and resulted in partial success: on September 1st the Philadelphia and Reading topmen and trimmers, at Port Richmond, Philadelphia, received an advance, which was followed a month later by a similar increase (2½ cents per hour) for the topmen engaged at the Elizabethport and Port Johnson (Bergen Point) docks. The trimmers also obtained a slightly better price per ton than they had been receiving. This was much less than had been asked for, but the possibility of a strike at this time was not considered, for the agitation had resulted in substantial benefit to the topmen, in whose behalf it was originally begun. These topmen, who before had been paid 20 cents per hour and averaged but $1.20 per day, owing to irregularity of employment, now were paid 22½ cents per hour or about $1.28 per day. At the anthracite coal docks at the Amboys, Hoboken and Weehawken, only 19 cents per hour was paid to the topmen, who still continued to work at the same wages.

So far as irregularity of work was concerned, the topmen did not differ from the trimmers and wheelers, the other employes engaged in the coal handling trade, all being required to be present on the

docks from 6 a. m. till 6 p. m., excepting an hour's intermission for dinner, whether there was work to do or not. They were paid only for the time actually employed loading the boats, and often remained idle an entire day. The trimmers, besides, were not satisfied with the custom of the companies' agents, who kept 10 per cent. of their pay as a fee for collecting it. The various attempts, by joint action, to secure any further concessions, however, failed; so did the efforts of the Pennsylvania Coal Company's wheelers at South Amboy to obtain an increase of 2 cents per ton. This was refused on the ground that the men averaged $50 per month. The wheelers claimed, on the other hand, that they had averaged but $33.70 per month for the past year, while the general average was considerably less; and, also, that theretofore they had always received a proportionate advance with the topmen, except on the present occasion.*

Nevertheless, nothing more was done in this matter until December 27th, 1886, when the Philadelphia and Reading topmen at Elizabethport received the notification of the prospective reduction in their wages, from 22½ to 20 cents per hour. This induced a delegate meeting of the coal handlers, from all the coal shipping ports, at Bergen Point on Wednesday evening, December 29. This meeting resolved to petition the companies to let the existing scale of wages remain undisturbed. The committee appointed was respectfully received but were informed that the purpose of the companies to reduce the wages would be carried out. On this report being made to a second meeting of coal handlers, on December 30th, it was decided to place the whole matter in the hands of the executive boards of the district assemblies of the Knights of Labor, Nos. 49, of New York city, 103 of Middlesex county and 212 of Union county. But this proved to be a mere formality, for before any effective efforts could be made in this direction, the disaffected employes already had determined on their course of action.

Up to this time, the men had acted not as Knights of Labor but simply as employes of the coal companies interested; and whatever

* The employes state that at South Amboy the topmen averaged per month, $28 to $30; wheelers, $30; and trimmers, $54. At Perth Amboy: topmen, $28 and trimmers, $87. At Elizabethport: topmen, $37 to $40, and trimmers, $97. At Hoboken, trimmers, about $75.

had been done was without the official sanction of the order. At the date of the strike, it is true, most of the men belonged to this organization, and the fact of membership undoubtedly had much to do with the original movement looking to the advance in wages, the resistance to the reduction by the Philadelphia and Reading and the resulting trouble. Still, fully four-fifths of the striking coal handlers had been Knights for less than six months, and all but the oldest of the local assemblies in the place affected had come into existence within a period of six months preceding the strike.

Local assembly No. 2100, Elizabethport, which contained nearly all the coal handlers employed on the docks, by the Philadelphia & Reading, Lehigh Coal and Navigation and Central R. R. Companies, in that locality, passed a resolution, immediately after the second general meeting of the coal handlers above mentioned, that the men would strike on January 1st, if before that the intention of reducing the wages had not been abandoned by their employers. The 1st of January came and the men struck. At a special meeting of D. A. 122, which in the meantime had vainly tried to prevent this action of the men and had failed to induce the companies to consent to a conference, the strike was endorsed on the ground that, the refusal of the latter to consent to arbitration having made the struggle inevitable, the sympathies and material assistance of all Knights were due to fellow-workmen whose cause was believed to be just. A member of the executive board was given entire charge of the conduct of the strike at Elizabethport and instructed to levy an assessment of 25 cents per week on all the Knights under the jurisdiction of this district assembly, said assessment to continue until a final settlement was reached. An address was issued, urging decorum and obedience to the laws by all involved.

The employes of the Lehigh and Wilkesbarre, and Cross Creek coal companies, at Bergen Point, also quit work on January 1st, and by January 5th the coal handlers of the Delaware, Lackawanna and Western and Pennsylvania coal companies, at Hoboken and Weehawken respectively, as well as the anthracite coal men at the Amboys, had struck. With the exception of the shipping of bituminous coal at South Amboy, the whole business along the Jersey

coast was at a standstill. Then great pressure began to be exerted on the soft coal handlers at Amboy, who at last, on January 22d, reluctantly gave in to the persuasion of the other striking coal handlers, the boatmen, and particularly of those who controlled District Assembly 49, of New York, to which the Bergen Point, Hoboken and Weehawken local assemblies were attached and by which they were controlled. At the headquarters of this district assembly, in New York city, many of the conferences preliminary to the strike were held, and after its outbreak the delegates entrusted with its management met there. The influence of D. A. 49 was so predominant, that the local officers of the Knights of Labor at the various coal shipping ports were reduced to nullities. As a leading and well informed Knight of Labor expresses it, the conduct and policy of the strike was dictated entirely by a small coterie of men remote from the scene of action, who knew little or nothing of the merits of the original controversy. They began to induce anybody and everybody they could influence to stop work. From a movement to resist an unnecessary and unwarrantable reduction of wages, sustained by public sympathy, it was changed to a wild, unjustifiable effort to reduce the entire business interests of the country to a state of chaos by spreading the strike in every direction possible. And it may be stated here that the two principal managers on the part of D. A. 49 refused to give any information whatever to our agents, on the ground that the time had "not yet come to tell the story of this sympathetic strike."

On February 21, a compromise was effected between the Philadelphia and Reading company and its employes, who returned to work at the old wages, which were not reduced; and in most of the places the strike was virtually over by March 1, when the hands began to apply individually for employment at Bergen Point, Hoboken, Weehawken and the Amboys. The struggle was continued on the Central's docks, at Elizabethport, for three weeks longer, after which the strike was declared off. The men generally succeeded in getting back to their old situations soon thereafter. But at the South Amboy soft coal docks none of the old men were re-employed till April 1, and many did not get work before midsummer. The total direct loss in wages in this strike to the New Jer-

sey coal handlers alone was $177,800. To this the wage loss of the other striking workmen employed in the coal carrying trade in our own State must be added, including the members of the New York Boatmen's Union, who report a sacrifice of over $204,000 in wages besides the expenditure of not inconsiderable savings. The 'longshoremen and freight handlers of Jersey City and Hoboken also lost heavily not only in the wages but because many failed to obtain again their old situations. The assistance which these strikers received was comparitively insignificant—not over $16,000 in all.

The story of the strike, from the time when the Elizabethport coal handlers quit work on January 1, as told by representative Knights of Labor who were on the scene and took an active part in its conduct is here reproduced:

"The immediate result at Elizabethport was an almost total stoppage of work on all the docks. Some switch-engines were run by men, not Knights of Labor, taken from the shops of the companies, but no attempt was made to ship coal until January 13th, when 'posters,' in conspicuous places about the docks and around the city, called on all striking workmen to report for duty before January 20th, and warned all delinquents that after that date they would no longer be considered employes. But as this call was not complied with, the companies brought large numbers of Italian and Hungarian workmen from New York, providing them with quarters and food on the 'Kill Von Kull,' a Central Railroad steamer, kept at the wharf. A couple of days before this, notice was given that a sufficient force of Pinkerton detectives would be on hand to protect the new hands, and a formal demand was also made on the mayor of Elizabeth for their appointment as special policemen—a request which was refused on the ground that there was no evidence of any trouble that the regular city police force would be unable to cope with. The mayor, neverthless, promised to appoint, when emergency required, sufficient special policemen from among the citizens. This stand by the official head of their city was endorsed by all classes of citizens and prevented not only the introduction of these foreign mercenaries but the beginning of one of the most novel strikes on record: arrangements had been perfected to give notice

of their first appearance in the city to the working people employed in the factories, whereupon work was to be stopped, all repairing to the city hall to join in a monster mass meeting to protest against the employment and to demand the removal of the Pinkerton men. Most of the store keepers had agreed to close their places of business and to keep them closed during the presence of the obnoxious policemen in town.

"The companies began operations on their docks on January 21 with a force of new men double that formerly employed. But for some time little work was done, although there was no attempt on the part of the strikers to interfere, all obeying the order of their district assembly to keep away from the docks and to remain sober. Sufficient money to enable them to get along was being paid to them weekly by those who had charge of collecting the special assessments, so they rather enjoyed the awkward efforts of the new coal handlers to supply their places, and looked forward to a speedy victory. The new men were found to be very insufficient substitutes and the quantity of coal transferred from cars to boats was small. At all the shipping points the large accumulation of coal, left exposed to the sun, rain and frost, had become a solid frozen mass—a condition of things that always severely had tried the old men, who, through long experience, had acquired the skill to work with nearly equal facility in winter and summer. The new hands as a rule were of a race unaccustomed to the rigors of our climate and totally unfitted by their previous occupations to handle coal in mid-winter. This was the experience everywhere and resulted in many accidents, some of them serious. Still, it soon became evident that the coal companies had determined to make the best shift possible, and at many places the temporary quarters at first provided were replaced by something more permanent; and a systematic arrangement for supplying them with food followed the irregular methods that characterized the first days of the employment of the new laborers. The month of January, therefore, closed with a feeling of uneasiness among the strikers, for the victory, at first so confidently expected, had not been gained, and each day in view of these ominous signs made it more remote.

"Meetings were held at all the strike centres and every effort

was made to influence the companies in favor of their old men. At Elizabethport the 25 cents per week extra assessment, levied on members of District Assembly 122, was very generally and promptly paid for the first four weeks, and, consequently, during this period there was no distress, among the Elizabeth strikers, at least. After that the payments began to fall off considerably, owing, principally, to the dissatisfaction at the character which the strike was assuming under the management of D. A. 49. But unsatisfactory as was the provision for financial support made at Elizabethport, it was still worse at the other centres of the strike—Bergen Point, Hoboken and Weehawken, which were under the jurisdiction of the New York district assembly at the time. The money assistance given the men there was about $1 each during the whole period of the strike. At the Amboys, the aid was also inadequate, and everywhere the effects of the stoppage of work and wages were soon being severely felt not only by those directly involved but by the retail dealers, so that the movement to bring the strike to a close favorable to the old men, at least to the extent of restoring them to work, had the encouragement of the business community generally.

"In the beginning of February the coal companies were apparently in good working condition, enough coal being shipped at all points to supply demands. The extra expense, occasioned by employment of a much larger force of men as well of the Pinkerton detectives, was considerable; but it had been demonstrated that coal shipping could be carried on without the aid of the old employes. Some difficulty at first was experienced in obtaining boats, but this was gradually overcome by the coal companies chartering their own vessels, manned by non-union hands. Then it was that the managers of the strike began to play their last card—the attempt to influence the 5,000 K. of L. stationary engineers, in and around New York, not to use 'scab' coal. But this effort on the part of D. A. 49, under whose jurisdiction these men were, to induce them to enter on a sympathetic strike, failed. Instead of this, a committee was appointed on February 7, to endeavor, independently of these managers, to bring about a compromise between the coal companies and their former employes. The next

day this committee had an interview with President Corbin, of the Philadelphia and Reading, who agreed to submit the question of restoring the old rates of topmen (22½ cents per hour) to arbitration. But before this idea could be carried into effect, a settlement had been effected at a meeting at Philadelphia between Mr. Corbin and a committee representing the employes of the company at Elizabethport and Port Richmond and district assemblies, Nos. 103 and 122. The result of this meeting was an agreement on the part of the Philadelphia and Reading Company to continue the old rates for topmen at Port Richmond and also at Elizabethport, if it was decided to continue the shipment of coal from that place. Work was immediately resumed at Port Richmond and one week later, on February 21, at Elizabethport.

"This settlement was hailed on all sides as the beginning of the end of the great strike. As it grew out of the attempt of the Philadelphia and Reading Company to reduce the wages of their topmen, the abandonment of that purpose, it was believed, would be followed by such action on the part of all the other employers as would remove all cause of dissatisfaction and restore the former employes to their places. But this did not prove to be the case. These companies declared, as their men had left them without assigning any reason, had made no complaint from the time of suspension to date, and had sought no opportunity to go back to work after they had been notified to report at a fixed day—that those who desired reinstatement could secure it only as individuals, as no organization would be recognized. After this all efforts to hold the men back, so as to continue the struggle for recognition of the order, proved unavailing, and during the last week in February they began to make personal application for re-employment. In nearly all cases this was successful, and by March 1 the strike was virtually over at Wehawken, Hoboken, Bergen Point and on the anthracite coal docks at the Amboys. At these places only a small number of strikers, who had taken a too conspicuous part in the contest, was refused; but with the exception of the Pennsylvania Company, which subjected their former men at South Amboy, to unnecessarily harsh treatment, nothing was done to add to the humiliation of the discomfited strikers.

"At Elizabethport the struggle on behalf the Central Railroad Company's strikers was continued for three weeks longer by the executive board of D. A. 122. Every effort was made to force the company to concede something to its old employes, who did not stand out on the question of wages, but simply for recognition of their organization. All they desired was to be taken back in a body. Petitions from the Central Railroad employes all along the line were sent to the general superintendent, who was also waited on by a citizens' committee. But all that was gained was the promise to re-employ all who made application at the docks, as soon as places for them could be found. Thereupon the strike was officially declared 'off' on March 21, and shortly thereafter most of the former employes were back at work again, the new men, with the exception of a few German residents, being discharged.

"At the Amboys the Lehigh company took no advantage of their old employes, all of whom but two were allowed to return to work within a week after the collapse of their strike. The 'scabs' were notified that they would be charged $20 a month for board and would be compelled to work on wet days. This had the desired effect of clearing them out. The only change made in wages was in payment of the trimmers at 30 cents per hour instead of, as heretofore, by the ton.

"The soft coal men on the Pennsylvania docks at South Amboy quit work on January 24th, after considerable persuasion from the other strikers and those connected officially with the Knights of Labor. Four days afterwards, notices posted about the town stated that shipment of coal would be resumed on January 30, and ordered all the hands to report for work on that day. This was not done, and the places of the strikers were filled by newly arrived immigrants. A large force of deputy sheriffs had in the meantime been collected at South Amboy to protect the property of the companies and their new employes. On February 17 efforts began to be made on behalf of the men to have them reinstated, but with little success. The officials for a long time refused to discharge the new hands. At last the strikers were given work, two or three at a time, but only at the solicitation of some influential citizen. It was not before April that any considerable number again was employed. Some did not get work till midsummer."

SUMMARY BY YEARS, FROM

STRIKES.

INDUSTRY AND YEARS.	Ordered by organization.		ESTABLISHMENTS.				DURATION. (days.)		RESULTS.			EMPLOYES'—	
	Yes.	No.	Number.	Number closed.	Aggregate days closed.	Average days closed.	Aggregate.	Average.	Succeeded.	Partly succeeded.	Failed.	Loss.	Assistance.
1881	156	23	179	86	1,118	13.0	1,802	10.1	124	------	55	$25,776	$2,710
1882	14	8	22	16	461	28.3	710	32.3	6	8	8	126,108	11,258
1883	5	5	10	4	47	11.7	264	26.3	3	1	6	23,329	6,350
1884	13	3	16	7	116	16.6	843	52.6	5	------	11	79,825	1,956
1885	18	6	24	17	452	26.5	638	26.6	5	1	18	97,933	2,902
1886	385	36	421	267	4,341	16.2	8,767	20.8	288	6	127	583,037	56,705
1887	146	23	169	83	1,495	18.0	3,900	23.0	42	21	106	759,785	54,241
Total strikes (establishments)—1881-7	737	104	841	470	8,030	17.1	16,924	20.1	473	37	331	$1695,793	$136,122

LOCKOUTS.

Total lockouts (establishments)-1882-7	36	13	49	23	1,373	59.7	2,464	50.3	*16	*12	*21	$178.680	$12,494

* To employers.

1881-7.—ALL INDUSTRIES.

STRIKES.

Employers' loss.	NUMBER OF EMPLOYES.						Employes striking or locked out.	EMPLOYES STRIKING (OR LOCKED OUT) AND INVOLVED.			NEW EMPLOYES AFTER STRIKE OR LOCKOUT.			Brought from other places.
	Before strike or lockout.			After strike or lockout.										
	Male.	Female.	Total.	Male.	Female.	Total.		Male.	Female.	Total.	Male.	Female.	Total.	
$19,510	1,824	420	2,244	1,672	420	2,092	1,171	1,174	16	1,190	122	------	120	16
15,533	2,234	490	2,724	3,076	490	3,566	1,800	1,905	490	2,395	1,045	44	1,089	------
5,244	898	220	1,118	898	220	1,118	559	711	20	731	38	------	38	------
2,240	960	393	1,353	947	393	1,340	967	810	282	1,092	293	------	293	------
8,884	1,713	1,175	2,888	1,677	1,175	2,852	1,190	1,470	728	2,198	45	5	50	------
364,163	17,158	3,815	20,973	16,741	3,848	20,589	13,431	14,196	2,498	16,694	1,256	175	1,531	304
333,960	11,831	3,557	15,388	10,183	3,357	13,540	12,054	10,759	3,231	13,990	2,581	348	2,929	1,850
$749,534	36,618	10,070	46,688	36,995	9,903	46,908	31,172	30,935	7,265	38,290	5,480	572	6,052	2,170

LOCKOUTS.

$52,736	2,268	750	3,019	2,270	758	3,038	2,820	2,166	654	2,820	114	15	129	59

SUMMARY

STRIKES, 1886-7.*

INDUSTRY.	Ordered by organization.		ESTABLISHMENTS.				DURATION (days.)		RESULTS.			EMPLOYES'—	
	Yes.	No.	Number.	Number closed.	Aggregate days closed.	Average days closed.	Aggregate.	Average.	Succeeded.	Partly succeeded.	Failed.	Loss.	Assistance.
Building Trades—													
Hod Carriers	39	------	39	19	220	11.0	410	11.0	19	------	20	$6,400	------
Clothing	3	------	3	3	43	14.3	43	14.3	2	------	1	2,836	$1,125
Glass, Green Bottle and Vial	22	4	26	24	805	33.5	864	33.3	------	------	26	143,451	3,710
Window	40	------	40	40	1,446	36.0	1,446	36.0	------	19	21	150,000	200
Laundrying	2	2	4	4	9	2.2	63	15.6	3	------	1	2,117	800
Leather and Leather Goods	40	------	40	5	13	2.6	1,163	29.3	2	------	38	89,020	18,800
Metals and Metallic Goods	15	4	19	10	773	77.3	3,263	172.0	11	1	7	56,453	20,901
Silk Goods	10	1	11	8	289	36.1	409	37.2	------	1	10	45,555	1,286
Stone Cutting	15	------	15	15	180	12.0	180	12.0	15	------	------	12,900	2,100
Textile Goods	2	2	4	3	83	27.7	190	47.5	1	------	3	84,415	20,500
Transportation	11	19	30	8	80	10.0	752	25.0	4	------	26	421,525	15,428
Miscellaneous	4	2	6	3	51	17.0	159	26.5	2	1	3	66,405	2,752
Total	203	34	237	142	3,992	28.3	8,942	37.8	59	22	156	$1081,077	$87,602

* Bureau Returns. With the exception of the green glass (bottle) workers' and the Paterson iron moulders' strikes, 21 establishments, these are in addition to those reported in the U. S. tables. See Nos. 1-11 and 19-26 in Table No. 1, below.

BY INDUSTRIES.

STRIKES, 1886-7.

Employers' loss.	NUMBER OF EMPLOYES. Before Strike. Male.	Female.	Total.	After Strike. Male.	Female.	Total.	Employes striking.	EMPLOYES STRIKING AND INVOLVED. Male.	Female.	Total.	NEW EMPLOYES AFTER STRIKE. Male.	Female.	Total.	Brought from other places.
------	460	------	460	515	------	515	460	460	------	460	90	------	90	70
$1,200	66	252	318	46	202	248	315	63	252	315	250	30	55	----
20,400	2,156	------	2,156	2,156	------	2,156	569	1,914	------	1,914	88	------	88	80
20,000	1,736	------	1,736	1,736	------	1,736	836	1,736	------	1,736	------	------	------	----
35	105	146	251	101	119	220	250	105	146	251	7	23	30	----
30,225	2,245	5	2,250	2,230	5	2,235	1,635	1,635	5	1,640	780	5	785	680
107,300	1,889	200	2,089	1,915	200	2,115	1,353	1,298	100	1,398	341	100	441	49
177,000	1,130	43	1,173	1,141	43	1,184	1,143	1,128	43	1,171	84	------	84	77
------	300	------	300	350	------	350	300	300	------	300	50	300	50	----
63,100	687	1,515	2,202	710	1,410	2,120	826	687	1,515	2,202	170	130	300	180
------	4,262	------	4,262	4,324	------	4,324	4,231	4,231	------	4,231	1,054	------	1,054	884
120,000	1,659	1,934	3,593	1,649	1,916	3,565	3,178	1,482	1,708	3,190	113	60	173	----
$539,260	16,695	4,095	20,790	16,873	3,895	20,768	15,096	15,039	3,769	18,808	3,027	648	3,150	2020

SUMMARY

STRIKES FROM 1881-6.*

INDUSTRY.†	Ordered by organization.		ESTABLISHMENTS.				DURATION. (days.)		RESULTS.			EMPLOYES'—	
	Yes.	No.	Number.	Number closed.	Aggregate days closed.	Average days closed.	Aggregate.	Average.	Succeeded.	Partly succeeded.	Failed.	Loss.	Assistance.
Boots and Shoes	13	------	13	12	501	41.8	513	39.5	12	------	1	$82,584	------
Brewing	26	------	26	------	------	------	99	3.8	1	------	25	2,015	------
Building Trades	172	------	172	131	374	2.9	860	5.0	166	------	6	16,664	$25
Clothing	25	3	28	1	20	20.0	267	9.5	3	------	25	13,165	------
Cooperage	2	------	2	2	47	23.5	47	23.5	1	------	1	13,350	300
Food Preparations	106	18	124	68	90	1.3	164	1.3	107	------	17	1,863	------
Glass	12	1	13	11	381	34.6	389	29.9	2	------	11	113.219	1,400
Leather and Leather Goods	29	2	31	27	546	20.2	644	20.8	7	------	24	13,814	6,008
Machines and Machinery	16	6	22	2	23	11.5	1,478	67.2	12	------	10	66,711	14,957
Metals and Metallic Goods	56	5	61	8	478	59.8	634	10.4	56	------	5	105,338	3,100
Pottery, Earthenware, etc.	1	2	3	3	58	19.3	58	19.3	1	------	2	16,650	683
Printing and Publishing	4	2	6	------	------	------	379	63.2	1	------	5	8,437	1,477
Rubber Goods	1	------	1	1	26	26.0	26	26.0	------	------	1	4,425	1,000
Silk Goods	26	14	40	20	136	6.8	1,315	32.9	15	4	21	138,256	10,640
Stone Quarrying and Cutting	19	1	20	20	521	26.1	521	26.1	------	8	12	29,670	7,860
Tobacco	29	1	30	28	1,071	38.3	1,120	37.3	29	------	1	6,029	2,499
Transportation	------	6	6	1	2	2.0	249	41.5	1	------	5	72,233	4,950
Wooden Goods	1	1	2	2	5	2.5	5	2.5	2	------	------	270	------
Woolen Goods	------	1	1	------	------	------	13	13.0	------	------	1	2,000	------
Miscellaneous	16	8	24	10	119	11.9	788	32.8	8	3	13	71,016	9,412
Total †	554	71	625	347	4,398	12.7	9,569	15.3	424	15	186	$777,709	$64,311

* From advance sheets of third annual report U. S. Bureau of Labor. See below, Table No. 3.

† The telegraphers' strike of July 19, 1883, is not here reported, as it extended over a number of States. It is tabulated among the New York returns, in U. S. Bureau report. There were engaged in this strike 6,270 employes.

BY INDUSTRIES.

STRIKES FROM 1881-6.

Employers' loss.	NUMBER OF EMPLOYES. Before strike. Male.	Female.	Total.	After strike. Male.	Female.	Total.	Employes striking.	EMPLOYES STRIKING AND INVOLVED. Male.	Female.	Total.	NEW EMPLOYES AFTER STRIKE. Male.	Female.	Total.	Brought from other places.
$600	1,817	410	2,227	1,817	410	2,227	1,836	1,804	361	2,165	5	------	5	------
----------	242	------	242	242	------	242	242	242	------	242	------	------	------	------
3,829	1,876	------	1,876	1,872	------	1,872	1,857	1,857	------	1,857	57	------	57	------
1,225	1,351	1,073	2,424	1,195	1,073	2,268	640	639	21	660	165	------	165	------
2,600	300	------	300	300	------	300	300	300	------	300	------	------	------	------
1,905	716	------	716	716	------	716	634	634	------	634	36	------	36	16
21,400	2,005	------	2,005	1,996	------	1,996	864	1,968	------	1,968	59	------	59	------
----------	1,278	------	1,278	1,274	------	1,274	491	491	------	491	35	------	35	------
34,025	1,052	------	1,052	1,053	------	1,053	743	743	------	743	160	------	160	------
6,950	2,353	270	2,623	2,154	330	2,484	2,144	1,944	200	2,144	8	60	68	------
6,000	575	175	750	575	175	750	305	575	175	750	------	------	------	------
10,400	328	70	398	293	65	358	110	105	5	110	52	------	52	27
15,000	162	------	162	130	------	130	121	121	------	121	3	------	3	------
17,254	3,555	2,051	5,606	3,421	2,041	5,462	3,430	2,820	1,272	4,092	591	97	688	------
10,272	426	------	426	434	------	434	426	426	------	426	27	------	27	------
6,360	189	------	189	189	------	189	172	172	------	172	13	------	13	------
500	1,290	------	1,290	2,130	------	2,130	965	965	------	965	1,064	------	1,064	------
100	55	------	55	55	------	55	55	55	------	55	------	------	------	------
----------	155	70	225	155	70	225	95	50	45	95	------	5	5	------
72,779	2,362	1,856	4,218	2,284	1,844	4,128	1,652	2,112	1,517	3,629	546	62	608	108
$211,199	22,087	5,975	28,062	22,285	6,008	28,293	17,082	18,023	3,596	21,619	2,821	224	3,045	151

TABLE NO. 1—STRIKES BY BUREAU RETURNS.

Office No.	INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Ordered by labor organization.
	1886.			
	GLASS.			
1	Green Glass Bottle Blowers *a*	Millville	Against employment of new apprentices for one year	T. U. *c*
2	Green Glass Bottle Blowers	Williamstown	Against employment of new apprentices for one year	T. U.
3	Green Glass Bottle Blowers	Salem	Against employment of new apprentices for one year	T. U.
4	Green Glass Bottle Blowers	Glassboro	Against employment of new apprentices for one year	T. U.
5	Green Glass Bottle Blowers	Woodbury	Against employment of new apprentices for one year	T. U.
6	Green Glass Bottle Blowers	Clayton	Against employment of new apprentices for one year	T. U.
7	Green Glass Bottle Blowers	Bridgeton	Against employment of new apprentices for one year	T. U.
8	Green Glass Bottle Blowers	Bridgeton	Against employment of new apprentices for one year	T. U.
9	Green Glass Bottle Blowers	Bridgeton	Against employment of apprentices and reduction of wages	T. U.
10	Green Glass Bottle Blowers	Salem	Against employment of apprentices and reduction of wages	K. of L.
11	Gathering and Tending Boys	Bridgeton	For increase of wages	No
12	Window Glass Workers	Millville, etc. *b*	For increase of wages of gathers	K. of L.
	METALS AND METALLIC GOODS.			
13	Iron Foundry Helpers	Millville	For increase of wages for increased work, and against demand to leave K. of L.	K. of L.
14	Iron Works Employes	Gloucester City	For increase of wages	No
15	Stove Foundry Employes	Camden	For reinstatement of discharged employe	No
16	Iron Works Employes	Gloucester City	For reinstatement of discharged employe	No
17	Iron Moulders	Vineland	Against demand for increased work	No
18	Iron Foundry Employes	Jersey City	For reduction of hours	K. of L.

a Of these only Nos. 1-11 and 19-26 are reported in U. S. tables, from which our data are somewhat different. *b* Bridgeton, Quinton, Glassboro, Malaga and Winslow. *c* T. U. means trades union. Nos. 1-9 were virtually ordered by the old Glassblowers' League, which had become D. A. 149, K. of L., when strike began.

YEARS AND INDUSTRIES—1886-7.

BUREAU RETURNS.

ESTABLISHMENTS.		Beginning	End.	Duration (days.)	Succeeded.	EMPLOYES'—		Employers' loss.	Office No.
Number	Days closed					Loss.	Assistance.		
4	25	Sept. 1	Sept. 30, '86	25	No	*d* $20,940	$50	*e* $2,000	1
2	38	Sept. 1	Oct. 15, '86	38	No	*d* 13,025	250	*e* 2,000	2
2	38	Sept. 1	Oct. 15, '86	38	No	*d* 13,471	170	*e* 2,000	3
3	38	Sept. 1	Oct. 15, '86	38	No	*d* 22,344	300	*e* 3,000	4
2	50	Sept. 1	Oct. 30, '86	50	No	*d* 16,825	140	*e* 1,000	5
3	33	Sept. 1	Oct. 8, '86	33	No	*d* 18,719	300	*e* 2,500	6
2	50	Sept. 1	Oct. 30, '86	50	No	*d* 15,575	2,100	*e* 1,800	7
1	50	Sept. 1	Oct. 30, '86	50	No	*d* 5,625		*e* 1,000	8
2	33	Sept. 1	Nov. 15, '86	*g* 63	No	*d* 14,000		*e* 5,000	9
1	4	Dec. 6	Dec. 10, '86	4	No	336		100	10
2	20	Nov. 12	Dec. 4, '86	20	No	603	400		11
21	39	Sept. 1	Oct. 15, '56	39	No	*f* 83,000	200	*f* 20,000	12
1	100	Feb. —	Aug. — '86	175	Partly	29,000	1,500	100,000	13
1	1	May 8	May 9, '86	1	Yes	240		100	14
1		July 6	July 9, '86	3	No	840		1,000	15
1	8	Sept. —	Sept. —, '86	8	No	2,106		500	16
1	6	Nov. 22	Nov. 28, '86	6	No	67		200	17
1	21	Nov. —, '86	Sept. —, '87	275	No	*h* 3,200	3,000		18

d This does not include the 5 per cent. reduction in wages of blowers and apprentices for the balance of the year—a loss, which was a direct result of strike, and amounted to $26,600 for all the factories involved in this strike. *e* But gained 5 per cent. on wages and increased sales sufficient to make up for lost time. This applies to nearly all the employers involved in this strike. *f* It is claimed that no loss really resulted as the strike prevented over-production and kept up prices of glass. *g* Run by non-union blowers, which included only four of the original ones. *h* Most of the strikers found work at other places during strike.

TABLE NO. 1.—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	NUMBER OF EMPLOYES.						AVERAGE DAILY WAGES.			
		Before strike.			After strike.			Before strike		After strike.	
		Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Male.	Female.
	1886.										
	GLASS.										
1	Green Glass Bottle Blowers	374	------	374	374	------	*a* 374	*b* $2.24	------	$2.17	------
2	Green Glass Bottle Blowers	159	------	159	159	------	*a* 159	2.23	------	2.08	------
3	Green Glass Bottle Blowers	162	------	162	162	------	*a* 162	2.19	------	2.10	------
4	Green Glass Bottle Blowers	280	------	280	280	------	*a* 280	2.10	------	2.03	------
5	Green Glass Bottle Blowers	136	------	136	136	------	*a* 136	2.48	------	2.41	------
6	Green Glass Bottle Blowers	243	------	243	243	------	*a* 243	2.34	------	2.29	------
7	Green Glass Bottle Blowers	151	------	151	151	------	*a* 151	2.07	------	2.00	------
8	Green Glass Bottle Blowers	50	------	50	50	------	*a* 50	2.25	------	2.17	------
9	Green Glass Bottle Blowers	130	------	130	115	------	*a* 115	2.25	------	1.80	------
10	Green Glass Bottle Blowers	40	------	40	40	------	40	2.10	------	2.03	------
11	Gathering and Tending Boys	151	------	151	151	------	151	2.00	------	2.00	------
12	Window Glass Workers	915	------	915	915	------	915	2.50	------	2.50	------
	METALS AND METALLIC GOODS.										
13	Iron Foundry Helpers	126	------	126	126	------	126	1.62	------	1.68	------
14	Iron Works Employes	131	------	131	131	------	131	1.83	------	2.01	------
15	Stove Foundry Employes	609	------	609	609	------	609	1.76	------	1.76	------
16	Iron Works Employes	131	------	131	131	------	131	2.01	------	2.01	------
17	Iron Moulders	7	------	7	7	------	7	1.60	------	1.60	------
18	Iron Foundry Employes	50	------	50	50	------	50	2.50	------	2.50	------

a No account is here taken of the new apprentices (2 to a factory), as they did not throw any journeymen out of work. *b* The wage-rates *per piece* for piece workers (blowers) in all these glass factories were the same. The difference in amouut of daily wages is owing to want of opportunity to do a given quantity of work. *c* The data here given (Nos. 19-26) refer only to the moulders; other departments were more or less involved, but the total figures were either unavailable or unreliable.

YEARS AND INDUSTRIES.—*Continued.*

EMPLOYES STRIKING.			EMPLOYES STRIKING AND INVOLVED.			NEW EMPLOYES AFTER STRIKE.			Brought from other places.	WEEKLY WORKING HOURS.		Office No.
Number.	Daily pay. Before.	Daily pay. After.	Male.	Female.	Total.	Male.	Female.	Total.		Before strike.	After strike.	
95	*b* $5 00	*b* $4 75	374	.....	374	.....	.....	*a*	.....	*c* 54—60	*c* 54—60	1
47	4 50	4 28	159	.....	159	.....	.....	.....	.....	*c* 54—60	*c* 54—60	2
50	4 25	4 00	162	.....	162	.....	.....	.....	.....	*c* 54—60	*c* 54—60	3
76	4 25	4 03	280	.....	280	.....	.....	.....	.....	*c* 54—60	*c* 54—60	4
37	5 00	4 75	136	.....	130	.....	.....	.....	.....	*c* 54—60	*c* 54—60	5
68	5 00	4 75	243	.....	243	.....	.....	.....	.....	*c* 54—60	*c* 54—60	6
41	4 00	3 80	151	.....	151	25	.....	25	25	*c* 54—60	*c* 54—60	7
16	4 50	4 28	50	.....	50	.....	.....	.....	.....	*c* 54—60	*c* 54—60	8
51	4 00	3 00	130	.....	130	55	.....	55	55	*c* 54—60	*c* 54—60	9
10	4 50	4 27	40	.....	40	.....	.....	.....	.....	*c* 54—60	*c* 54—60	10
	80	80	151	.....	151	.....	.....	.....	.....	*c* 54—60	*c* 54—60	11
40	3 83	3 83	915	.....	915	.....	.....	.....	.....	*d* 48—60	*d* 48—60	12
	1 42	1 50	126	.....	126	10	.....	10	10	60	60	13
131	1 83	2 01	131	.....	131	.....	.....	.....	.....	60	60	14
120	1 50	1 50	120	.....	120	30	.....	30	30	60	60	15
131	2 01	2 01	131	.....	131	.....	.....	.....	.....	60	60	16
7	1 60	1 60	7	.....	7	.....	.....	.....	.....	60	60	17
50	2 50	2 50	50	.....	50	15	.....	15	9	59	59	18

a No account is here taken of the new apprentices (2 to a factory), as they did not throw any journeymen out of work. *b* The wage-rates *per piece* for piece workers (blowers) in all these factories were the same. The difference in amount of daily wages is owing to want of opportunity to do a given quantity of work. *c* For blowers and tending boys, 54; others 60. *d* Blowers and gatherers, 48 hours.

TABLE NO. 1—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Ordered by labor organization.
	1886.			
	METALS, ETC.—*Continued*,			
19	Iron Moulders	Paterson	To end a lockout and to bring about a more speedy acceptance of a new schedule of wages	K. of L.
20	Iron Moulders	Paterson	To end a lockout and to bring about a more speedy acceptance of a new schedule of wages	K. of L.
21	Iron Moulders	Paterson	To end a lockout and to bring about a more speedy acceptance of a new schedule of wages	K. of L.
22	Iron Moulders	Paterson	To end a lockout and to bring about a more speedy acceptance of a new schedule of wages	K. of L.
23	Iron Moulders	Paterson	To end a lockout and to bring about a more speedy acceptance of a new schedule of wages	K. of L.
24	Iron Moulders	Paterson	To end a lockout and to bring about a more speedy acceptance of a new schedule of wages	K. of L.
25	Iron Moulders	Paterson	To end a lockout and to bring about a more speedy acceptance of a new schedule of wages	K. of L.
26	Iron Moulders	Paterson	To end a lockout and to bring about a more speedy acceptance of a new schedule of wages	K. of L.
	TEXTILE GOODS.			
27	Gingham Mills Employes	Gloucester City	For increase of wages for loom-fixers	K. of L.
28	Cotton Mills Employes	Gloucester City	For discharge of obnoxious foreman	No
	TRANSPORTATION.			
29	Coal Handlers, bituminous	South Amboy	For increase of wages for increased work	No
30	Coal Handlers, bituminous	South Amboy	For increase of wages	No
68	Coal Handlers, bituminous	South Amboy	For increase of wages	No
	MISCELLANEOUS.			
31	Oil Cloth Works Employes	Camden	For increase of wages	K. of L.
32	Rubber Garment Factory Employes	Elizabeth	For increase of wages for increased work; and against obnoxious rule	K. of L.
33	Cordage Works Employes	Elizabeth	*a* Against requirement to sign obnoxious contract	No
34	Laundry Employes	Newark	For discharge of Chinamen	K. of L.
	1887.			
	BUILDING TRADES.			
35	Hod Carriers	Orange	For an increase of wages	T. U.
36	Hod Carriers	Newark	For an increase of wages	T. U.
63	Hod Carriers	Paterson	For an increase of wages	T. U.
37	Stone Cutters, brown	Newark	*c* For an increase of wages	T. U.

a To remain at work for three months at same wages under penalty of forfeiture of a week's wages. *c* Result was also a reduction of hours.

YEARS AND INDUSTRIES.—*Continued.*

ESTABLISHMENTS.		Beginning.	End.	Duration (days.)	Succeeded.	EMPLOYES'		Employers' loss.	Office No.
Number	Days closed.					Loss.	Assistance.		
1	*a*	Sept. 6	Sept. 8, '86	2	Yes	*a* $20		*c*	19
1		Sept. 6	Oct. 5, '86	26	Yes	1,480	2,245	$2,000	20
1		Sept. 6	Nov. 12, '86	60	Yes	7,800	4,731	*c*	21
1		Sept. 6	Nov. 20, '86	66	Yes	1,860	1,092	*c*	22
1		Sept. 6	Nov. 20, '86	66	Yes	770	425	*c*	23
1	66	Sept. 6	Nov. 20, '86	66	Yes	110	60	*c*	24
1		Sept. 6	Nov. 20, '86	66	Yes	330	185	*c*	25
1		Sept. 6	Nov. 20, '86	66	Yes	4,510	2,488	1,000	26
1	48	Oct. 5, 85	Jan. 16, '86	87	Yes	35,000	11,000	60,000	27
1		Aug. 10	Aug. 11, '86	1	No	135		100	28
1	3	April 14	April 17, '86	3	Yes	228			29
1	2	July 28	July 30, '86	2	Yes	303			30
1	2	July 28	July 30, '86	2	Yes	90			68
1	18	June 26	July 17, '86	18	Yes	2,160		2,000	31
1	35	Nov. 1	Dec. 9, '86	35	Yes	1,350	225		32
1	19	March 3	March 24, '86	19	Yes	8,550	500		33
1	1-5	Dec. 7	Dec. 7, '86	1-5	Yes				34
14	15	April 15	May 16, '87	25	*b* No	5,000			35
15	*d* 2	May 1	May 3, '87	2	Yes	800			36
10		July 11	July 13, '87	3	No	600			63
15	12	May 1	May 15, '87	12	Yes	12,900	2,100		37

a Nos. 19-26. In most of these places the establishment was partly closed and in three cases wholly (see lockouts), but the wage loss here given refers only to the moulders. *b* Except in a few cases, where $2.25 per day was secured. *c* No estimate given. The total loss to all the firms (11) involved in lockout and strike has been estimated at $40,000. *d* About one-third of establishments.

These are reported in the U. S. tables, but our tables are somewhat different.

TABLE NO. 1.—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	NUMBER OF EMPLOYES.						AVERAGE DAILY WAGES.			
		Before strike.			After strike.			Before strike		After strike.	
		Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Male.	Female.
	1886. METALS, ETC.—*Continued.*										
19	Iron Moulders *c*	5	------	5	*c* 5	------	5	$2 00	------	$2 25	------
20	Iron Moulders	37	------	37	37	------	37	1 80	------	2 25	------
21	Iron Moulders	80	------	80	100	------	100	1 82	------	2 25	------
22	Iron Moulders	18	------	18	18	------	18	1 90	------	2 30	------
23	Iron Moulders	7	------	7	7	------	7	1 90	------	2 25	------
24	Iron Moulders	1	------	1	1	------	1	2 12	------	2 30	------
25	Iron Moulders	6	------	6	6	------	6	1 60	------	2 25	------
26	Iron Moulders	41	------	41	47	------	47	1 85	------	2 25	------
	TEXTILE GOODS.										
27	Gingham Mills Employes	200	250	450	200	250	450	$1 00— 2 00	$ .15— 1 50	$1 10— 2 20	1 10
28	Cotton Mills Employes	40	60	100	40	60	100	1 50	1 25	1 50	1 25
	TRANSPORTATION.										
29	Coal Handlers	71	------	71	71	------	71	1 07	------	2 17	------
30	Coal Handlers	70	------	70	70	------	70	2 17	------	2 50	------
68	Coal Handlers	38	------	38	38	------	38	1 20	------	2 50	------
	MISCELLANEOUS.										
31	Oil Cloth Works Employes	60	------	60	60	------	60	2 00	------	2 30	------
32	Rubber Garments Factory Employes	3	------	45	3	45	48	3 66	1 00	3 66	1 16
33	Cordage Work Employes	300	100	400	300	100	400	1 17	1 00	1 25	1 10
34	Laundry Employes	42	83	125	42	83	125	2 00	2 00	2 00	2 00
	1887. BUILDING TRADES.										
35	Hod Carriers	*a* 110	------	110	165	------	165	2 00	------	*b* 2 00	------
36	Hod Carriers	*a* 250	------	250	250	------	250	2 00	------	2 25	------
63	Hod Carriers	*a* 100	------	100	100	------	100	2 00	------	2 00	------
37	Stone Cutters, brown	300	------	300	350	------	350	3 58	------	3 60	------

a No account is here taken of the masons, who were also out for some time. *b* Except in a few cases where $2.25 was secured.

YEARS AND INDUSTRIES.—*Continued.*

EMPLOYES STRIKING.			EMPLOYES STRIKING AND INVOLVED.			NEW EMPLOYES AFTER STRIKE.				WEEKLY WORKING HOURS.		
	Daily pay.											
Number.	Before.	After.	Male.	Female.	Total.	Male.	Female.	Total.	Brought from other places.	Before strike.	After strike.	Office No.
5	$2 00	$2 25	5	-------	*e* 5	-------	-------	-------	-------	60	60	19
37	1 00—2 00	2 25—2 50	37	-------	37	-------	-------	-------	-------	60	60	20
78	1 60—2 00	2 25	78	-------	78	20	-------	20	-------	60	60	21
18	2 00—2 30	2 25—2 50	18	-------	18	*a* 10	-------	10	-------	60	60	22
7	2 00	2 25	7	-------	7	-------	-------	-------	-------	60	60	23
1	2 00	2 25	1	-------	1	-------	-------	-------	-------	60	60	24
6	2 00	2 25	6	-------	6	-------	-------	-------	-------	60	60	25
41	1 60—2 00	2 25—2 50	41	-------	41	6	-------	6	-------	60	60	26
450	1 00	1 10	200	250	450	50	-------	50	40	60	60	27
100	1 35	1 35	40	60	100	-------	-------	-------	-------	60	60	28
71	1 07	2 17	71	-------	71	-------	-------	-------	-------	*b*	*b*	29
70	2 17	2 50	70	-------	70	-------	-------	-------	-------	*b*	*b*	30
38	1 20	2 50	38	-------	38	-------	-------	-------	-------	*b*	*b*	68
60	2 00	2 30	60	-------	60	-------	-------	-------	-------	60	60	31
45	1 00	1 16	-------	45	45	-------	-------	-------	-------	59	59	32
388	1 19	1 25	300	100	400	-------	-------	-------	-------	60	60	33
125	2 00	2 00	42	83	125	-------	-------	-------	-------	59	59	34
110	2 00	*d* 2 00	110	-------	*c* 110	90	-------	90	70	54	54	35
250	2 00	2 25	250	-------	*c* 250	-------	-------	-------	-------	54	54	36
100	2 00	2 00	100	-------	*c* 100	-------	-------	-------	-------	54	54	63
300	3 58	3 60	300	-------	300	-------	50	-------	50	50	47	37

a Employed in place of others discharged at request of union. *b* Irregular: 60 to 80 per weeks *c* No account is here taken of the masons, who were also out for some time. *d* Except in a few case. where $2.25 was secured. *e* The data here given (Nos. 19-26) refer only to the moulders; other departments were more or less involved, but the total figures were either unavailable or unreliable.

TABLE NO. 1—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Ordered by labor organizations.
	1887.			
	CLOTHING.			
38	Tailors	Newark	For increase of men's and against reduction of women's wages	K. of L.
39	Tailors	Newark	For the discharge of obnoxious foreman	T. U.
	GLASS.			
40	Green Glass Bottle Blowers' apprentices	Glassboro	Against discharge of an employe	No
41	Window Glass Workers	*a* Millville, etc.	For increase of wages	K. of L.
	LAUNDRYING.			
64	Laundry Employes	Paterson	Against reduction of wages	No
65	Laundry Employes	Jersey City	For increase of wages, against overwork and bad treatment	K. of L.
66	Laundry Employes	Paterson	For discharge of two obnoxious employes	No
	LEATHER MANUFACTURE.			
42	Leather Workers	Newark	For equalization (increase) of wages	K. of L.
43	Leather Workers	Newark	For equalization (increase) of wages	K. of L.
44	Leather Workers	Newark	For violation of agreement	K. of L.
45	Leather Workers	Newark	*b* Against demand to leave organization, and for refusal to recognize K. of L. officially	K. of L.

a All the window glass towns except Elmer, Woodbury and Atco. See strike of 1886. *b* Practically a lockout, except in two shops which were first struck; those managing this strike on part of the employes gave but very meagre information.

YEARS AND INDUSTRIES.—*Continued.*

ESTABLISHMENTS.		Beginning.	End.	Duration (days).	Succeeded.	EMPLOYES'—		Employers' loss.	Office No.
Number.	Days closed.					Loss.	Assistance.		
1	2	Jan. 7	Jan. 8, '87	2	Yes	$306		$200	38
1	6	Feb. 7	Feb. 12, '87	6	No	1,180	$900	1,000	39
2		June 15	July 1, '87	13	No	1,988			40
19	33	Sept. 1	Oct. 8, '87	33	Partly	67,000		*c*	41
1	2	March 14	March 16, '87	2	Yes	90		25	64
1	6	June 15	Sept. 1, '87	60	No	2,000	800		65
1	½	June 28	June 29, '87	½	Yes	27		10	66
1	1	Jan. 5	Jan. 6, '87	1	Yes	100		25	42
1		Jan. 5	Jan. 7, '87	1½	Yes	580		200	43
1		June 7	Aug. 1, '87	50	No	13,340	3,000	5,000	44
37	*e* 3	Aug. 8	Sept. 14, '87	30	No	75,000	15,800	*d* 25,000	45

c The increased price of window glass, in consequence of strike, enabled manufacturers to sell surplus at a profit. See also the 1886 strike. *d* The manufacturers had a large stock on hand, consequently lost none of the trade. *e* Several small shops only were closed for a few days.

TABLE NO. 1.—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	NEMBER OF EMPLOYES.						AVERAGE DAILY WAGES,			
		Before strike.			After strike.			Before strike		After strike.	
		Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Male.	Female.
	1887.										
	CLOTHING.										
38	Tailors	23	107	130	23	107	130	$2 00	$1 00	$2 25	$1 00
39	Tailors	40	100	140	20	50	70	2 00	1 16	1 96	1 00
	GLASS.										
40	Green Glass Bottle Blowers' Apprentices	280	------	280	280	------	280	2 03	------	2 03	------
41	Window Glass Workers	821	------	821	821	------	821	2 50	------	2 63	------
	LAUNDRYING.										
64	Laundry Employes	24	6	30	24	6	30	1 50	1 50	1 50	1 50
65	Laundry Employes	10	50	60	6	23	29	1 33	80	1 33	80
66	Laundry Employes	29	7	36	29	7	36	1 50	1 50	1 50	1 50
	LEATHER AND LEATHER GOODS.										
42	Leather Workers	50	------	50	50	------	50	2 00	------	2 00	2 21
43	Leather Workers	235	------	235	235	------	235	1 67	------	2 00	------
44	Leather Workers	160	------	160	145	5	150	1 92	------	1 92	1 83
45	Leather Workers	1,800	5	1,805	1,800	------	1,800	2 02	------	*a* 2 08	------

a Due to overtime.

YEARS AND INDUSTRIES.—*Continued.*

EMPLOYES STRIKING.			EMPLOYES STRIKING AND INVOLVED.			NEW EMPLOYES AFTER STRIKE.				WEEKLY WORKING HOURS.		
	Daily pay.											
Number.	Before.	After.	Male.	Female.	Total.	Male.	Female.	Total.	Brought from other places.	Before strike.	After strike.	Office No.
130	$1 18	$1 22	23	107	130	----	----	----	----	59	59	38
140	1 40	1 24	40	100	140	25	30	55	----	58	58	39
38	2 00	2 00	38	----	38	8	----	8	----	*a* 54—60	*a* 54—60	40
396	3 83	4 01	821	----	821	----	----	----	----	*c* 48—60	*c* 48—60	41
30	1 50	1 50	24	6	30	----	----	----	----	60	60	64
59	1 00—1 67	0 43—1 17	10	50	60	5	23	28	----	90	77	55
36	1 50	1 50	29	7	36	2	----	2	----	60	60	66
50	2 00	2 21	50	----	50	----	----	----	----	59	59	42
175	1 67	2 00	175	----	175	----	----	----	----	59	59	43
155	1 92	1 92	160	----	160	130	5	135	30	59	59	44
1,255	2 02	*b* 2 08	1,250	5	1,255	650	----	650	650	59	59	45

a Blowers and apprentices, 54. *b* Due to overtime. *c* Blowers and gathers, 48.

TABLE NO. 1—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Ordered by labor organization.
	1887.			
	METALS AND METALLIC GOODS.			
46	Iron Foundry Employes	Jersey City	For uniform scale of wages	K. of L.
47	Brass Goods Factory Employes	Newark	Against reduction of wages of polishers	K. of L.
48	Zinc Works Employes	Jersey City	Against reduction of wages—change from time to piece work	K. of L.
49	Iron Works—House Smiths	Jersey City	For reduction of hours	T. U.
67	Iron Works—House Smiths	Jersey City	For violation of agreement to discharge non-union hands	T. U.
	SILK GOODS.			
50	Silk Mills Employes	Paterson	For violation of agreement for increase of wages	No
51	Dyers	Paterson	For increase of wages, reduction of hours and making shop "union."	K. of L.
52	Dyers	Paterson	For increase of wages, reduction of hours and making shop "union."	K. of L.
53	Dyers	Paterson	For increase of wages, reduction of hours and making shop "union."	K. of L.
54	Dyers	Paterson	For increase of wages, reduction of hours and making shop "union."	K. of L.
55	Dyers	Paterson	For increase of wages, reduction of hours and making shop "union."	K. of L.
56	Dyers	Paterson	For increase of wages, reduction of hours and making shop "union."	K. of L.
57	Dyers	Paterson	For increase of wages, reduction of hours and making shop "union."	K. of L.
58	Dyers	Paterson	For increase of wages, reduction of hours and making shop "union."	K. of L.
59	Dyers	Paterson	For increase of wages, reduction of hours and making shop "union."	K. of L.
60	Dyers	Paterson	For increase of wages, reduction of hours and making shop "union."	K. of L.

YEARS AND INDUSTRIES.—*Continued.*

ESTABLISHMENTS.		Beginning.	End.	Duration (days).	Succeeded.	EMPLOYES'—		Employers' loss.	Office No.
Number	Days closed.					Loss.	Assistance.		
1	6	May ----	May —, '87--	18	No ----	$450	$175	----	46
1	----	March 10----	March 17, '87	6	No ----	3,100	3,000	$2,500	47
1	8	July 29----	Aug. 6, '87---	8	Yes ----	2,100	----	----	48
1	9	Sept. 7----	Sept. 17 '87 -	9	Yes ----	1,170	----	----	49
1	4	Oct. 3----	Oct, 6, '87----	4	No ----	520	----	----	67
1	9	Jan. 17----	Jan. 27, '87--	9	Partly --	1,025	----	----	50
1	40	Feb. 9----	March 26, '87	40	No ----	*b* 21,660	*a* 1,286	100,000	51
1	40	Feb. 9----	March 26, '87	40	No ----	1,244	----	1,300	52
1	*c* ----	Feb. 9----	March 26, '87	40	No ----	3,110	----	----	53
1	40	Feb. 9----	March 26, '87	40	No ----	3,537	----	32,000	54
1	40	Feb. 9----	March 26, '87	40	No ----	540	----	700	55
1	*c* ----	Feb. 9----	March 26, '87	40	No ----	1,344	----	----	56
1	*c* ----	Feb. 9----	March 26, '87	40	No ----	1,015	----	3,000	57
1	40	Feb. 9----	March 26, '87	40	No ----	4,380	----	----	58
1	40	Feb. 9----	March 26, '87	40	No ----	4,800	----	25,000	59
1	40	Feb. 9----	March 26, '87	40	No ----	2,900	----	15,000	60

a Total for all involved in this strike (Nos. 51-60) 10 establishments. *b* A number of silk operators besides dyers were thrown out of employment by this strike (Nos. 51-60); but no account is here taken of them as the dyeing business is virtually a separate one. *c* Not wholly.

TABLE. NO 1—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	NUMBER OF EMPLOYES.						AVERAGE DAILY WAGES.			
		Before strike.			After strike.			Before strike		After strike.	
		Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Male.	Female.
	1887.										
	METALS AND METALLIC GOODS.										
46	Iron Foundry Employes	30	------	30	30	------	30	$2 50	------	$2 50	------
47	Brass Goods Factory Employes	300	200	500	300	200	500	2 00	$1 20	2 00	$1 20
48	Zinc Works Employes	160	------	160	160	------	160	1 67	------	1 83	------
49	Iron Works—House Smiths	75	------	75	75	------	75	1 75	------	1 75	------
67	Iron Works—House Smiths	75	------	75	75	------	75	1 75	------	1 75	------
	SILK GOODS.										
50	Silk Mills Employes	55	36	91	55	36	91	1 25	1 25	1 55	1 55
51	Dyers	*a* 429	7	436	425	7	432	1 39	83	1 39	83
52	Dyers	22	------	22	30	------	30	1 57	------	1 57	------
53	Dyers	64	------	64	64	------	64	1 35	------	1 35	------
54	Dyers	75	------	75	80	------	80	1 31	------	1 31	------
55	Dyers	10	------	10	11	------	11	1 50	------	1 50	------
56	Dyers	28	------	28	28	------	28	1 33	------	1 33	------
57	Dyers	20	------	20	20	------	20	1 41	------	1 41	------
58	Dyers	270	------	270	270	------	270	1 35	------	1 35	------
59	Dyers	100	------	100	101	------	101	1 33	------	1 33	------
60	Dyers	57	------	57	57	------	57	1 42	------	1 42	------

a A number of silk operatives besides dyers were thrown out of employment by this strike (Nos. 51-60), but no account is here taken of them as the dyeing business is virtually a separate one.

YEARS AND INDUSTRIES.—*Continued.*

EMPLOYES STRIKING.			EMPLOYES STRIKING AND INVOLVED.			NEW EMPLOYES AFTER STIKE.				WEEKLY WORKING HOURS.		
	Daily pay.											
Number.	Before.	After.	Male.	Female.	Total.	Male.	Female.	Total.	Brought from other places.	Before strike.	After strike.	Office No.
30	$2 50	$2 50	30	-------	30	-------	-------	-------	-------	59	59	46
300	1 40	1 40	200	100	300	250	100	350	-------	59	59	47
160	1 67	1 83	160	-------	160	-------	-------	-------	-------	70	70	48
75	1 75	1 75	75	-------	75	-------	-------	-------	-------	60	53	49
75	1 75	1 75	75	-------	75	-------	-------	-------	-------	53	53	67
70	1 25	1 55	55	36	91	-------	-------	-------	-------	57½	57½	50
429	1 39	1 39	429	7	436	66	-------	66	66	60	60	51
22	1 57	1 57	22	-------	22	11	-------	11	11	60	60	52
64	1 35	1 35	64	-------	64	-------	-------	-------	-------	60	60	53
75	1 31	1 31	75	-------	75	-------	-------	-------	-------	60	60	54
10	1 50	1 50	10	-------	10	1	-------	1	-------	60	60	55
28	1 33	1 33	28	-------	28	-------	-------	-------	-------	60	60	56
18	1 41	1 41	18	-------	18	5	-------	5	-------	60	60	57
270	1 35	1 35	270	-------	270	-------	-------	-------	-------	60	60	58
100	1 33	1 33	100	-------	100	1	-------	1	-------	60	60	59
57	1 42	1 42	57	-------	57	-------	-------	-------	-------	60	60	60

TABLE NO. 1—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Ordered by labor organization.
	1887.			
	TEXTILE GOODS.			
61	Flax Spinning	Paterson	*a* For increase of wages of doffers	No
62	Woolen Mills Employes	Bound Brook	For increase of wages and reform of alleged abuses	K. of L.
	TRANSPORTATION.			
69	Coal Handlers	Elizabethport	Against reduction of wages of topmen	*d* No
70	Coal Handlers	Elizabethport	Against reduction of wages of topmen	No
71	Coal Handlers	Elizabethport	Against reduction of wages of topmen	No
72	Coal Handlers	Bergen Point	For sympathy with above	No
73	Coal Handlers	Bergen Point	For sympathy with above	No
74	Coal Handlers	Weehawken	For increase of wages of topmen	No
75	Coal Handlers	Hoboken	For increase of wages of topmen and trimmers	No
76	Coal Handlers	South Amboy	For increase of wages	K. of L.
77	Coal Handlers	South Amboy	For increase of wages	K. of L.
78	Coal Handlers	Perth Amboy	For increase of wages	K. of L.
79	Coal Handlers	South Amboy	For sympathy with above	K. of L.
80	Coal Handlers	South Amboy	For sympathy with above	K. of L.
81	General Railroad Employes—Yard Conductors, Switchmen and Brakemen	Perth Amboy	For sympathy with above	K. of L.
86	Boatmen	*b* South Amboy to Weehawken	For sympathy with Elizabeth coal handlers	*c* No
87	Longshoremen: Loading and unloading ships	Jersey City and Hoboken	For sympathy with Elizabeth coal handlers and for increase of wages	T. U.
88	Freight Handlers: Loading and unloading freight cars	Jersey City	For sympathy with Elizabeth coal handlers	K. of L.
	MISCELLANEOUS.			
82	Shoe Factory Employes	Vineland	Against reduction of wages of button sewers, reinstatement of discharged employe, and to make shop "union"	K. of L.
83	Tobacco Works Employes	Jersey City	For reinstatement of discharged employe, increase of wages and against alleged abuses	K. of L.
84	Electric Light Works Employes	Harrison	For reinstatement of discharged employe	K. of L.
85	Lock Factory Employes	Newark	For discharge of non-union employes	No

a Practically a lockout for all but the 72 strikers. *b* All the New Jersey coal ports mentioned here.
c But afterwards sanctioned by Boatmen's Union No. 1, New York. *d* But afterward sanctioned and conducted by the K. of L.

YEARS AND INDUSTRIES.—*Continued.*

ESTABLISHMENTS.		Beginning.	End.	Duration (days).	Succeeded.	EMPLOYES'—		Employers' loss.	Office No.
Number	Days closed.					Loss.	Assistance.		
1	5	Feb. 23	April 7, '87	36	No	$35,280	$5,000		61
1	30	March 31	June 15, '87	66	No	14,000	4,500	$3,000	62
1		Jan. 1	Feb. 19, '87	43	Yes	8,556	*d* 7,128		69
1		Jan. 1	March 22, '87	66	No	11,240			70
1		Jan. 1	March 22, '87	66	No	7,989			71
1		Jan. 1	March 1, '87	50	No	26,629	300		72
1		Jan. 1	March 1, '87	50	No	8,200	200		73
1		Jan. 1	March 1, '87	50	No	6,580	300		74
1		Jan. 1	March 1, '87	50	No	40,770	1,000		75
1	24	Jan. 4	March 1, '87	48	No	9,250	*a* 2,200		76
1	24	Jan. 4	March 1, '87	48	No	9,900	*a*		77
1	13	Jan. 4	Feb. 21, '87	38	No	28,200	*b* 1,300		78
1	6	Jan. 24	*c* April 1, '87	57	No	13,500	*b*		79
1	6	Jan. 24	April 1, '87	57	No	7,000	*b*		80
1		Jan. 21	Feb. 17, '87	22	No	3,000	*b*		81
9		Jan. 1	Feb. 27, '87	47	No	204,940	2,500		86
3		Feb. 15	March 23, '87	33	No	26,250	400		87
2		Feb. 1	Feb. 23, '87	20	No	9,000	100		88
1		Aug. 2	Nov. 7, '87	81	*e* Partly	12,335	952	20,000	82
1	14	Jan. 13	Jan. 29, '87	14	No	40,000	1,000	100,000	83
1		Jan. 24	Feb. 7, '87	14	No	3,000	300		84
1		March 25	April 8, '87	14	No	360			85

a $2,000 for all South Amboy strikers. *b* $1,300 for all the Perth Amboy strikers. *c* Strike ended February 24; lockout after that. *d* For all the Elizabethport strikers, Nos. 69-71. *e* Wages were not reduced.

TABLE NO. 1.—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	NUMBER OF EMPLOYES.						AVERAGE DAILY WAGES.			
		Before strike.			After strike.			Before strike		After strike.	
		Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Male.	Female.
	1887.										
	TEXTILE GOODS.										
61	Flax Spinning	260	1,140	1,400	260	1,040	1,300	$0 70	$0 70	$0 70	$0 70
62	Woolen Mills Employes	187	65	252	210	60	270	1 00	83	1 00	83
	TRANSPORTATION.										
69	Coal Handlers	103	------	103	103	------	103	2 01	------	2 01	------
70	Coal Handlers	87	------	87	97	------	97	1 95	------	1 83	------
71	Coal Handlers	60	------	60	75	------	75	2 01	------	1 90	------
72	Coal Handlers	334	------	334	343	------	343	1 62	------	1 62	------
73	Coal Handlers	113	------	113	121	------	121	1 81	------	1 81	------
74	Coal Handlers	79	------	79	87	------	87	2 00	------	2 00	------
75	Coal Handlers	483	------	483	509	------	509	1 85	------	1 80	------
76	Coal Handlers	105	------	105	79	------	79	1 42	------	*a* 1 75	------
77	Coal Handlers	115	------	115	100	------	100	1 69	------	*a* 1 90	------
78	Coal Handlers	350	------	350	360	------	360	2 13	------	2 04	------
79	Coal Handlers	110	------	110	110	------	110	2 50	------	------	------
80	Coal Handlers	41	------	41	41	------	41	3 00	------	------	------
81	General Railroad Employes—Yard Conductors, Switchmen and Brakemen	90	------	90	100	------	100	2 00	------	2 00	------
86	Boatmen	1,331	------	1,331	1,338	------	1,338	2 90	------	2 90	------
87	'Longshoremen	389	------	389	389	------	*b* 389	2 25	------	2 50	------
88	Freight Handlers	293	------	293	293	------	293	1 70	------	*c* 1 70	------
	MISCELLANEOUS.										
82	Shoe Factory Employes	74	57	131	61	39	100	1 90	95	1 90	95
83	Tobacco Works Employes	950	1,650	2,600	950	1,650	2,600	1 50	1 00	1 58	1 08
84	Electric Light Works Employes	200	125	325	200	125	325	1 50	1 00	1 67	1 00
85	Lock Factory Employes	75	2	77	78	2	80	2 50	1 08	2 50	1 08

a Irregular and different for different sub-divisions. Paid by hour or ton. *b* About 125 more when there is a rush. *c* 20 cents an hour, but irregular employment.

YEARS AND INDUSTRIES.—*Continued.*

EMPLOYES STRIKING.			EMPLOYES STRIKING AND INVOLVED.			NEW EMPLOYES AFTER STRIKE.				WEEKLY WORKING HOURS.		
	Daily pay.											
Number.	Before.	After.	Male.	Female.	Total.	Male.	Female.	Total.	Brought from other places.	Before strike.	After strike.	Office No.
72	$0 40	$0 42½	260	1,140	1,400	----	100	100	----	60	60	61
204	95	95	187	65	252	120	30	150	140	60	60	62
103	3 50— *a* 1 67	3 50— *a* 1 67	103	----	103	----	----	----		*c* 60	*c* 60	69
87	3 00— *a* 1 67	3 00— *a* 1 46	87	----	87	10	----	10	10	60	60	70
60	3 33— 1 67	3 33— 1 46	60	----	60	15	----	15	12	60	60	71
326	3 00— 1 28	3 00— 1 28	326	----	326	9	----	9	7	60	60	72
111	3 00— 1 30	3 00— 1 30	111	----	111	8	----	8	8	60	60	73
68	3 12— 1 67	3 12— 1 67	68	----	68	8	----	8	8	60	60	74
473	2 71— 1 58	2 46— 1 58	473	----	473	51	----	51	51	60	60	75
105	1 20— *a* 2 00	1 20— *a* 3 00	105	----	105	34	----	34	26	*c* 60	*c* 60	76
115	1 56— *a* 2 00	1 56— *a* 3 00	115	----	115	46	----	46	12	60	60	77
350	1 90— *a* 3 65	1 90— *a* 3 00	350	----	350	10	----	10	10	60	60	78
110	2 00— *a* 3 00	2 00— *a* 3 00	110	----	110	----	----	----	----	60	60	79
40	2 00— *a* 3 00	2 00— *a* 3 00	41	----	41	----	----	----	----	60	60	80
90	2 25— *a* 1 65	2 25— *a* 1 65	90	----	90	10	----	10	10	60	60	81
1,331	3 50— 1 66	3 50— 1 66	1,331	----	1,331	300	----	300	200	70	70	86
389	2 25	1 00— *d* 2 50	389	----	389	360	----	360	360	60	60	87
293	1 70	1 70	293	----	293	193	----	193	170	60	60	88
111	1 49	1 50	60	51	111	48	30	78	----	60	60	82
2,400	1 15	1 27	900	1,500	2,400	----	----	----	----	60	60	83
207	1 50	1 00	150	57	207	50	30	80	----	60	60	84
12	2 50	----	12	----	12	15	----	15	----	59	59	85

a Irregular and different for different sub-divisions. Paid by hour or ton. *b* More work after strike. *c* Irregular. *d* This is about an average of 125 of the "union" strikers, who are paid by the hour and not regularly employed. The others get $2.50 regularly.

TABLE NO. 2—LOCK-OUTS BY

BUREAU RETURNS.

Office No.	INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Ordered by organization.
	1886 and 1887.			
1	Brickyard Employes	Trenton	For refusal to take place of discharged employe	No
2	Iron Moulders	Paterson	Against demand for increase of wages	No
3	Iron Moulders	Paterson	For refusal to do work sent in by above firm	No
4	Iron Moulders	Paterson	For refusal to do work sent in by above firm	No
5	Hosiery Mills Employes	Beverly	For refusal to sign declaration of satisfaction with wages and rules	No
6	Woolen Mills Employes	Passaic	Against demand for extra pay for overtime	No

YEARS AND INDUSTRIES, 1886-7.

BUREAU RETURNS.

ESTABLISHMENTS.		Beginning.	End.	Duration (days.)	Succeeded.	EMPLOYES'		Employers' loss.	Office No.
Number	Days closed.					Loss.	Assistance.		
1		April	July —, '86	78	Yes	$989	*a* $826	$5,000	1
1	130	Aug. 5, '86	Jan. 15, '87	130	No	1,840	485	10,000	2
1		Aug. 7, '86		*b* 130	Yes	13,340	3,519		3
1		Aug. 16	Nov. 15, '86	59	No	6,760	3,154	3,000	4
1		Jan. 26	April 30, '87	82	Yes	4,000	500	2,000	5
1	18	May 6	May 27, '87	18	Yes	2,430	50		6

a Part paid to workmen from other places to keep them from taking places of locked-out men.
b Estimate; the trouble was never definitely settled as the firm refused to recognize the organization, from which those employes taken back had to resign. Advance in wages was granted.

TABLE NO. 2—LOCK-OUTS BY BUREAU RETURNS.

Office No.	INDUSTRIES AND YEARS.	NUMBER OF EMPLOYES.						AVERAGE DAILY WAGES.			
		Before strike.			After strike.			Before strike		After strike.	
		Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Male.	Female.
	1886 and 1887.										
1	Brickyard Employes	51	------	51	51	------	51	$1 83	------	$1 83	------
2	Iron Moulders	8	------	8	10	------	10	2 00	------	2 25	------
3	Iron Moulders	58	------	58	58	------	58	1 70	------	2 25	------
4	Iron Moulders	52	------	52	59	------	59	1 85	------	2 30	------
5	Hosiery Mills Employes	50	40	90	50	40	90	1 50	1 50	1 50	1 50
6	Woolen Mills Employes	90	90	180	94	99	193	75	75	75	75

YEARS AND INDUSTRIES.—*Continued.*

BUREAU RETURNS.

EMPLOYES STRIKING.			EMPLOYES STRIKING AND INVOLVED.			NEW EMPLOYES AFTER STRIKE.				WEEKLY WORKING HOURS.		
	Daily pay.											
Number.	Before.	After.	Male.	Female.	Total.	Male.	Female.	Total.	Brought from other places.	Before strike.	After strike.	Office No.
43	$0 40—3 25		43		43	43		43	43	60	60	1
8	2 00	2 25—2 50	8		8	2		2		60	60	2
58	1 60—2 00	2 25—2 50	58		58	12		12		60	60	3
52	1 90—2 00	2 25—2 50	52		52	7		7		60	60	4
34	0 90—2 00	0 90—2 00	24	10	34	10	6	16	16	60	60	5
180	75	75	90	90	180	9	9	18		60—75	60—66	6

TABLE NO. 3—STRIKES BY

[From advance sheets of 3d Annual

Office No.	INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Ordered by labor organization.
	1881.			
	BREWING.			
1	Brewers	Newark	For increase of wages and reduction of hours	Yes
2	Drivers, Brewery	Newark	For reduction of hours	Yes
	CLOTHING.			
3	Hosiery, and Underwear Factory Employes	New Brunswick	For increase of wages	No
	FOOD PREPARATIONS.			
4	Bakers	Jersey City	For reduction of hours and change of rules	No
5	Bakers	Newark	For reduction of hours and change of rules	Yes
6	Bakers	Newark	For reduction of hours and change of rules	Yes
7	Butchers, Cattle	Jersey City	For increase of wages	Yes
	MACHINES AND MACHINERY.			
8	Moulders, Locomotive Works	Paterson	For increase of wages	No
9	Moulders, Locomotive Works	Paterson	For increase of wages	No
10	Moulders, Machine Shop	Paterson	For increase of wages	No
11	Moulders, Machine Shop—	Paterson	For increase of wages	No
12	Moulders, Machine Shop	Newark	For reduction of hours	Yes
	PRINTING AND PUBLISHING.			
13	Compositors	Newark	For increase of wages	Yes
	SILK GOODS.			
14	Weavers	Union Hill	For discharge of apprentices	No
	TOBACCO.			
15	Cigar Makers	Newark	For increase of wages	Yes
	MISCELLANEOUS.			
16	Trunk Factory Employes	Newark	Against contract system	Yes
	1882.			
	BOOTS AND SHOES.			
17	Employes	Vineland	For reinstatement of discharged employes	Yes
	COOPERAGE.			
18	Coopers	Jersey City	For increase of wages	Yes

YEARS AND INDUSTRIES.*

Report, U. S. Bureau of Labor.]

ESTABLISHMENTS.		Beginning	End.	Duration (days.)	Succeeded.	EMPLOYES'—		Employers' loss.	Office No.
Number	Days closed					Loss.	Assistance.		
12		June 4	June 10, '81	6	No	$1,468			1
13		June 4	June 5, '81	1	No	107			2
1		Aug. 7	Aug. 8, '81	1	No	49			3
17		May 2	May 4, '81	2	No	138			4
59	1	May 2	May 3, '81	1	Yes	224			5
1	2	May 2	May 4, '81	2	Yes	204		$100	6
38		July 31	Aug. 1, '81	1	Yes			1,200	7
1	7	Apr. 1	Apr. 8, '81	7	Yes	420			8
1		Apr. 1	Apr. 22, '81	21	No	1,728			9
1		Apr. 1	Apr. 8, '81	7	No	351			10
1		Apr. 1	Apr. 14, '81	13	No	72			11
5		June 27	Aug. 1, '81	35	No	5,820	$210	12,000	12
2		May 1	Aug. 17, '81	108	No	4,800			13
1		Oct. 6	Oct. 12, '81	6	No	1,440			14
25	42	May 2	June 13, '81	42	Yes	5,175	2,300	6,210	15
1		Apr. 1	June 28, '81	88	No	3,780	200		16
1	6	Aug. 1	Aug. 7, '82	6	Yes	650			17
1	20	Mar. 1	Mar. 21, '82	20	Yes	4,725	300	800	18

* Of these only Nos. 105–110 and 121 are included in Table No. 1. See above.

TABLE NO. 3—STRIKES BY

[From advance sheets of 3d Annual

Office No.	INDUSTRIES AND YEARS.	NUMBER OF EMPLOYES.						AVERAGE DAILY WAGES.			
		Before strike.			After strike.			Before strike		After strike	
		Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Male.	Female.
	1881.										
	BREWING.										
1	Brewers	161	------	161	161	------	161	$1 52	------	$1 52	------
2	Drivers, Brewery	61	------	61	61	------	61	1 75	------	1 75	------
	CLOTHING.										
3	Hosiery and Underwear Factory Employes	280	420	700	280	420	700	1 07	$0 90	1 07	$0 90
	FOOD PREPARATIONS.										
4	Bakers	53	------	53	53	------	53	1 50	------	1 50	------
5	Bakers	132	------	132	132	------	132	1 70	------	1 70	------
6	Bakers	60	------	60	60	------	60	1 70	------	1 70	------
7	Butchers, Cattle	225	------	225	225	------	225	3 50	------	3 90	------
	MACHINES AND MACHINERY.										
8	Moulders, Locomotive Works	35	------	35	35	------	35	2 00	------	2 40	------
9	Moulders, Locomotive Work	60	------	60	60	------	60	2 00	------	2 00	------
10	Moulders, Machine Shop	38	------	38	38	------	38	1 95	------	1 95	------
11	Moulders, Machine Shop	9	------	9	9	------	9	2 00	------	2 00	------
12	Moulders, Machine Shop	367	------	367	365	------	365	2 00	------	2 00	------
	PRINTING AND PUBLISHING.										
13	Compositors	24	------	24	24	------	24	2 35	------	2 35	------
	SILK GOODS.										
14	Weavers	150	------	150	19	------	19	2 00	------	2 00	------
	TOBACCO.										
15	Cigar Makers	115	------	115	115	------	115	1 25	------	1 75	------
	MISCELLANEOUS.										
16	Trunk Factory Employes	54	------	54	35	------	35	1 00	------	1 00	------
	1882.										
	BOOTS AND SHOES.										
17	Employes	55	32	87	55	32	87	1 66	1 16	1 66	1 16
	COOPERAGE.										
18	Coopers	150	------	150	150	------	150	1 75	------	2 50	------

YEARS AND INDUSTRIES.

Report, U. S. Bureau of Labor.]

EMPLOYES STRIKING.			EMPLOYES STRIKING AND INVOLVED.			NEW EMPLOYES AFTER STRIKE.				WEEKLY WORKING HOURS.		
	Daily pay.											
Number.	Before.	After.	Male.	Female.	Total.	Male.	Female.	Total.	Brought from other places.	Before strike.	After strike.	Office No.
161	$1 52	$1 52	161	-------	161	-------	-------	-------	-------	100	100	1
61	1 75	1 75	61	-------	61	-------	-------	-------	-------	100	100	2
56	1 02	1 02	40	16	56	-------	-------	-------	-------	60	60	3
46	1 50	1 50	46	-------	46	-------	-------	-------	-------	102	102	4
132	1 70	1 70	132	-------	132	-------	-------	-------	-------	102	72	5
60	1 70	1 70	60	-------	60	6	-------	6	-------	102	72	6
150	3 50	3 90	150	-------	150	30	-------	30	16	60	60	7
35	2 00	2 40	35	-------	35	-------	-------	-------	-------	60	60	8
48	2 00	2 00	48	-------	48	15	-------	15	-------	60	60	9
30	1 95	1 95	30	-------	30	6	-------	6	-------	60	60	10
3	2 00	2 00	3	-------	3	2	-------	2	-------	60	60	11
97	2 00	2 00	97	-------	97	20	-------	20	-------	59	59	12
22	2 35	2 35	22	-------	22	8	-------	8	-------	54	54	13
120	2 00	-------	120	-------	120	-------	-------	-------	-------	60	60	14
115	1 25	1 75	115	-------	115	-------	-------	-------	-------	59	59	15
35	1 00	-------	54	-------	54	35	-------	35	-------	59	59	16
83	1 47	1 47	51	32	83	-------	-------	-------	-------	60	60	17
150	1 75	2 50	150	-------	1 50	-------	-------	-------	-------	60	60	18

TABLE NO. 3—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Ordered by labor organization.
	1882—Continued.			
	COOPERAGE—*Continued.*			
19	Coopers	Jersey City	For increase of wages	Yes
	SILK GOODS.			
20	Throwers	Paterson	For increase of wages	No
	STONE QUARRYING AND CUTTING.			
21	Stone Cutters	Newark	For increase of wages	Yes
	TOBACCO.			
22	Cigar Makers	Newark	Against reduction of wages	Yes
	TRANSPORTATION.			
23	Freight Handlers, Railroad	Jersey City	For increase of wages	No
	MISCELLANEOUS.			
24	Employes, Trunk Factory	Newark	Against reduction of wages and for reinstatement of a discharged employe	Yes
25	Employes, Trunk Factory	Newark	For increase of wages	Yes
26	Laborers, Oil Refinery	Constable Hook	For increase of wages	No
27	Firemen, Oil Refinery	Constable Hook	For increase of wages	No
28	Employes, Jute Mill	Paterson	Against reduction of wages	No
	1883.			
	GLASS.			
29	Blowers, Bottle Glass Works	Bridgeton	Against employment of additional apprentices	Yes
	METALS AND METALLIC GOODS.			
30	Employes, Steel Works	Newark	For increase of wages	No
	PRINTING AND PUBLISHING.			
31	Pressmen	Rahway	For increase of wages	No
	SILK GOODS.			
32	Weavers	Paterson	Against introduction of two-loom system	No
33	Weavers	Paterson	For increase of wages	No
	TELEGRAPHY.[a]			
34	Telegraphers			

[a] Strike of July 19 reported only under New York statistics.

YEARS AND INDUSTRIES.—*Continued.*

ESTABLISHMENTS.		Beginning.	End.	Duration (days).	Succeeded.	EMPLOYES'—		Employers' loss.	Office No.
Number.	Days closed.					Loss.	Assistance.		
1	27	May 3	May 30, '82	27	No	$8,625		$1,800	19
1	5	July 17	July 22, '82	5	Yes	274			20
8	45	May 1	June 15, '82	45	Partly	21,800	$6,000	7,800	21
1	6	Feb. 1	Feb. 7, '82	6	No	30	8		22
4		June 18	Aug. 18, '82	61	No	71,643	4,950		23
1	3	Feb. 12	Feb. 15, '82	3	Yes	451		180	24
1	1	March 28	March 29, '82	1	Yes	50			25
1		May 19	May 21, '82	2	No	90			26
1		May 27	May 30, '82	3	Yes	105			27
1	33	Oct. 30	Dec. 2, '82	33	No	17,665		4,953	28
1	14	Feb. 1	Feb. 15, '83	14	Yes	2,538		2,000	29
1	10	Nov. 1	Nov. 11, '83	10	No	4,500			30
1		July 10	July 24, '83	14	No	288		400	31
1		Jan. 18	March 1, '83	42	No	2,052			32
1		May 22	June 6, '83	15	No	2,040			33
									34

TABLE. NO 3—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	NUMBER OF EMPLOYES.						AVERAGE DAILY WAGES.			
		Before strike.			After strike.			Before strike		After strike.	
		Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Male.	Female.
	1882—Continued.										
	COOPERAGE—*Continued.*										
19	Coopers	150	------	150	150	------	150	$2 50	------	$2 50	------
	SILK GOODS.										
20	Throwers	24	39	63	24	39	63	82	91	90	$1 00
	STONE QUARRYING AND CUTTING										
21	Stone Cutters	200	------	200	200	------	200	2 50	------	2 75	------
	TOBACCO.										
22	Cigar Makers	4	------	4	4	------	4	1 25	------	1 25	------
	TRANSPORTATION.										
23	Freight Handlers, Railroad	1,150	------	1,150	1,990	------	1,990	1 67	------	1 67	------
	MISCELLANEOUS.										
24	Trunk Factory Employes	160	------	160	162	------	162	94	------	94	------
25	Trunk Factory Employes	60	------	60	60	------	60	1 67	------	1 87	------
26	Oil Refinery Laborers	30	------	30	30	------	30	1 50	------	1 50	------
27	Oil Refinery Firemen	15	------	15	15	------	15	2 33	------	2 50	------
28	Jute Mill Employes	236	419	655	236	419	655	1 26	74	1 20	71
	1883.										
	GLASS.										
29	Bottle Glass Works Blowers	117	------	117	117	------	117	2 40	------	2 40	------
	METALS AND METALLIC GOODS.										
30	Steel Works Employes	250	------	250	250	------	250	2 00	------	2 00	------
	PRINTING AND PUBLISHING.										
31	Pressmen	80	20	100	80	20	100	2 00	1 25	2 00	1 25
	SILK GOODS.										
32	Weavers	100	200	300	100	200	300	1 50	1 65	1 50	1 35
33	Weavers	91	------	91	91	------	91	2 00	------	2 00	------
	TELEGRAPHY. *a*										
34	Telegraphers										

a Strike of July 19 reported in New York statistics.

YEARS AND INDUSTRIES.—*Continued.*

EMPLOYES STRIKING.			EMPLOYES STRIKING AND INVOLVED.			NEW EMPLOYES AFTER STRIKE.				WEEKLY WORKING HOURS.		
	Daily pay.											
Number.	Before.	After.	Male.	Female.	Total.	Male.	Female.	Total.	Brought from other places.	Before strike.	After strike.	Office No.
150	$2 50	$2 50	150	-------	150	-------	-------	-------	-------	60	60	19
63	88	96	24	39	63	-------	-------	-------	-------	60	60	20
200	2 50	2 75	200	-------	200	-------	-------	-------	-------	53	53	21
4	1 25	-------	4	-------	4	4	-------	4	-------	60	60	22
825	1 67	1 67	825	-------	825	1,014	-------	1,014	-------	60	60	23
160	94	94	160	-------	160	2	-------	2	-------	48	48	24
60	1 67	1 87	60	-------	60	-------	-------	-------	-------	59	59	25
30	1 50	1 50	30	-------	30	-------	-------	-------	-------	60	60	26
15	2 33	2 50	15	-------	15	-------	-------	-------	-------	48	48	27
60	1 50	1 50	236	419	655	25	44	69	-------	60	60	28
47	4 50	4 50	117	-------	117	-------	-------	-------	-------	54	54	29
2 50	2 00	2 00	250	-------	250	-------	-------	-------	-------	59	59	30
12	2 00	-------	12	-------	12	12	-------	12	-------	59	59	31
40	1 43	1 43	20	20	40	-------	-------	-------	-------	60	60	32
85	2 00	2 00	85	-------	85	6	-------	6	-------	60	60	33
												34

TABLE NO. 3—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Ordered by labor organization.
	1883—*Continued.*			
	TOBACCO.			
35	Cigar Makers	Bordentown	For increase of wages	No
	MISCELLANEOUS.			
36	Trunk Factory Employes	Newark	Against reduction of wages	Yes
37	Travelling Bag Makers	Newark	For increase of wages	Yes
38	Trunk Factory Employes	Newark	For increase of wages	Yes
39	Trunk Factory Employes	Newark	Against reduction of wages	Yes
	1884.			
	BUILDING TRADES.			
40	Hod Carriers	Camden	For increase of wages	Yes
41	Bricklayers	Camden	For increase of wages	Yes
	FOOD PREPARATIONS.			
42	Bakers	Newark	For increase of wages	Yes
	METALS AND METALLIC GOODS.			
43	Iron Foundry Moulders	Newark	For payment of wages over-due and for uniform wages	Yes
	POTTERY, EARTHENWARE, ETC.			
44	Pottery Works Employes	Trenton	For change of hours	No
	SILK GOODS.			
45	Weavers	Paterson	Against extra work without extra pay	Yes
46	Throwers	Paterson	For increase of wages	No
47	Weavers	Paterson	Against reduction of wages	No
	TOBACCO.			
48	Cigar Makers	Newark	Against reduction of wages	Yes
	1885.			
	BOOTS AND SHOES.			
49	Employes	Washington	For adoption of union price list	Yes
	GLASS.			
50	Bottle Glass Works Blowers	Tansboro	For payment of wages due	Yes

YEARS AND INDUSTRIES.—*Continued.*

ESTABLISHMENTS.		Beginning.	End.	Duration (days).	Succeeded.	EMPLOYES'—		Employers' loss.	Office No.
Number	Days closed.					Loss.	Assistance.		
1		Apr. 23	Apr. 26, '83	3	Yes	$56			35
1	2	Jan. 9	Jan. 11, '83	2	No	129		$50	36
1		Aug. 7	Sept. 15, '83	39	Partly	914		2,000	37
1		Oct. 13	Oct. 17, '83	4	Yes	214			38
1	21	Nov. 13	Mar. 13, '84	121	No	10,598	$6,350	794	39
1	4	May 1	May 5, '84	4	Yes	81		40	40
1	1	May 3	May 4, '84	1	No	44			41
1	1	Mar. 5	Mar. 6, '84	1	Yes	105			42
1	92	Oct. 24	Jan. 24, '85	92	No	1,716	1,900	550	43
1	3	June 13	June 16, '84	3	Yes	1,125		1,500	44
8		Jan. 12	Apr. 12, '84	90	No	76,176			45
1	1	Sept. 15	Sept. 16, '84	1	Yes	93			46
1		Dec. 4	Dec. 11, '84	7	No	275			47
1	14	Jan. 12	Jan. 26, '84	14	Yes	210	56	150	48
1		May 25	June 14, '85	12	No	824		600	49
1	6	Mar. 1	Mar. 7, '85	6	Yes	708		500	50

TABLE NO. 3.—STRIKES BY.

Office No.	INDUSTRIES AND YEARS.	NUMBER OF EMPLOYES.						AVERAGE DAILY WAGES.			
		Before strike.			After strike.			Before strike		After strike.	
		Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Male.	Female.
	1883—*Continued.*										
	TOBACCO.										
35	Cigar Makers	28	------	28	28	------	28	$1 25	------	$1 50	------
	MISCELLANEOUS.										
36	Trunk Factory Employes	70	------	70	70	------	70	92	------	82	------
37	Travelling Bag Makers	22	------	22	22	------	22	1 34	------	1 47	------
38	Trunk Factory Employes	60	------	60	60	------	60	1 34	------	1 37	------
39	Trunk Factory Employes	80	------	80	80	------	80	1 38	------	1 38	------
	1884.										
	BUILDING TRADES.										
40	Hod Carriers	12	------	12	12	------	12	2 25	------	2 50	------
41	Bricklayers	25	------	25	25	------	25	3 50	------	3 50	------
	FOOD PREPARATIONS.										
42	Bakers	60	------	60	60	------	60	1 75	------	2 10	------
	METALS AND METALLIC GOODS.										
43	Iron Foundry Moulders	11	------	11	3	------	3	2 00	------	2 00	------
	POTTERY, EARTHENWARE, ETC.										
44	Pottery Works Employes	150	50	200	150	50	200	2 25	$0 75	2 25	75
	SILK GOODS.										
45	Weavers	565	------	565	560	------	560	2 00	------	2 00	------
46	Throwers	--------	195	195	--------	195	195	--------	96	--------	1 04
47	Weavers	127	148	275	127	148	275	1 41	83	1 33	88
	TOBACCO.										
48	Cigar Makers	10	------	10	10	------	10	1 75	------	1 75	------
	1885.										
	BOOTS AND SHOES.										
49	Employes	60	49	109	60	49	109	1 47	77	1 47	77
	GLASS.										
50	Bottle Glass Works Blowers	37	------	37	37	------	37	3 19	------	3 19	------

YEARS AND INDUSTRIES.—*Continued.*

EMPLOYES STRIKING.			EMPLOYES STRIKING AND INVOLVED.			NEW EMPLOYES AFTER STRIKE.				WEEKLY WORKING HOURS.		
	Daily pay.											
Number.	Before.	After.	Male.	Female.	Total.	Male.	Female.	Total.	Brought from other places.	Before strike.	After strike.	Office No.
15	$1 25	$1 50	15	------	15	------	------	------	------	48	48	35
70	92	82	70	------	70	------	------	------	------	36	30	36
22	1 34	1 47	22	------	22	------	------	------	------	59	59	37
8	1 50	1 72	40	------	40	------	------	------	------	48	48	38
10	1 38	------	80	------	80	20	------	20	------	48	48	39
12	2 25	2 50	12	------	12	------	------	------	------	59	59	40
25	3 50	3 50	25	------	25	------	------	------	------	59	59	41
60	1 75	2 10	60	------	60	------	------	------	------	72	72	42
11	2 00	------	11	------	11	3	------	3	------	60	60	43
75	2 00	2 00	150	50	200	------	------	------	------	50	50	44
529	2 00	2 00	529	------	529	282	------	282	------	60	60	45
195	96	1 04	------	195	195	------	------	------	------	60	60	46
50	98	97	13	37	50	4	------	4	------	60	54	47
10	1 75	1 75	10	------	10	4	------	4	------	60	60	48
51	1 47	1 47	51	------	51	5	------	5	------	59	59	49
35	3 19	3 19	37	------	37	------	------	------	------	54	54	50

TABLE NO. 3.—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Ordered by labor organization.
	1885—*Continued.*			
	METALS AND METALLIC GOODS.			
51	Nail Works Employes	Bridgeton	For increase of wages	Yes
	POTTERY, EARTHENWARE, ETC.			
52	Pottery Works Employes	Trenton	Against reduction of wages	No
53	Pottery works Employes	Trenton	Against reduction of wages	Yes
	PRINTING AND PUBLISHING.			
54	Compositors	Newark	Against reduction of wages and employment of non-union men	Yes
	SILK GOODS.			
55	Weavers	Paterson	For increase of wages	No
56	Silk Mills Employes	Athenia	For increase of wages	No
	STONE QUARRYING AND CUTTING.			
57	Stone Cutters	Newark	For reduction of hours and hour system of payment	Yes
	TOBACCO.			
58	Cigar Makers	Greenville	Against reduction of wages	Yes
	WOOLEN GOODS.			
59	Weavers	Bound Brook	For increase of wages	No
	MISCELLANEOUS.			
60	Flax Mill Spinners	Paterson	For increase of wages	No
61	Pearl Button Factory Employes	Newark	For increase of wages	No
62	Pearl Button Factory Employes	Newark	For change of factory rules	Yes
	1886.			
	BOOTS AND SHOES.			
63	Employes	Newark	For increase of wages	Yes
	BREWING.			
64	Brewers	Paterson	For increase of wages	Yes
	BUILDING TRADES.			
65	Plumbers	Hoboken	For reduction of hours, increase and uniform rate of wages	Yes
66	Plumbers	Jersey City	For reduction of hours, increase and uniform rate of wages	Yes

YEARS AND INDUSTRIES.—*Continued.*

ESTABLISHMENTS.		Beginning.	End.	Duration (days).	Succeeded.	EMPLOYES'—		Employers' loss.	Office No.
Number	Days closed.					Loss.	Assistance.		
1	214	Mar. 1	Oct. 1, '85	214	Yes	$63,168			51
1	22	Jan. 1	Jan. 23, '85	22	No	9,000		$4,500	52
1	33	Feb. 1	Mar. 6, '85	33	No	6,525	$683		53
1		Mar. 5	Mar. 6, '85	1	Yes	12			54
1		May 4	May 11, '85	7	No	438			55
1	14	Aug. 10	Aug. 24, '85	14	No	2,304		500	56
11	14	May 4	May 18, '85	14	No	7,030	1,860	2,232	57
1		Apr. 28	June 13, '85	46	Yes	528	135		58
1		May 15	May 28, '85	13	No	2,000			59
1		Apr. 16	Apr. 20, '85	4	Partly	2,956			60
1	9	May 11	May 20, '85	9	Yes	328	32	72	61
1		May 21	Sept. 1, '85	103	No	2,112	192	480	62
11	45	July 6	Aug. 20, '86	45	Yes	81,110			63
1		May 2	May 16, '86	14	Yes	440			64
4	1	Mar. 1	Mar. 2, '86	1	Yes	53		35	65
8	3	Mar. 1	Mar. 4, '86	3	Yes	209		140	66

TABLE NO. 3.—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	NUMBER OF EMPLOYES.						AVERAGE DAILY WAGES.			
		Before strike.			After strike.			Before strike.		After strike.	
		Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Male.	Female.
	1885—*Continued.*										
	METALS AND METALLIC GOODS.										
51	Nail Works Employes	310	------	310	306	------	306	$1 25	------	$1 38	------
	POTTERY, EARTHENWARE, ETC.										
52	Pottery Works Employes	300	100	400	300	100	400	1 85	$0 75	1 77	$0 75
53	Pottery Works Employes	125	25	150	125	25	150	1 68	58	1 58	58
	PRINTING AND PUBLISHING.										
54	Compositors	9	------	9	9	------	9	2 75	------	2 75	------
	SILK GOODS.										
55	Weavers	53	------	53	17	------	17	1 81	------	1 60	------
56	Silk Mills Employes	98	94	192	98	94	192	1 00	1 00	1 00	1 00
	STONE QUARRYING AND CUTTING.										
57	Stone Cutters	186	------	186	190	------	190	3 15	------	3 20	------
	TOBACCO.										
58	Cigar Makers	15	------	15	15	------	15	1 60	------	1 60	------
	WOOLEN GOODS.										
59	Weavers	155	70	225	155	70	225	1 11	83	1 11	83
	MISCELLANEOUS.										
60	Flax Mill Spinners	329	823	1,152	329	823	1,152	1 50	75	1 57	79
61	Pearl Button Factory Employes	18	8	26	18	8	26	2 00	84	2 20	84
62	Pearl Button Factory Employes	18	6	24	18	6	24	2 20	84	2 00	84
	1886.										
	BOOTS AND SHOES.										
63	Employes	1,702	329	2,031	1,702	329	2,031	1 13	1 07	1 20	1 08
	BREWING.										
64	Brewers	20	------	20	20	------	20	1 84	------	2 16	------
	BUILDING TRADES.										
65	Plumbers	23	------	23	23	------	23	2 28	------	2 44	------
66	Plumbers	31	------	31	31	------	31	2 25	------	2 50	------

YEARS AND INDUSTRIES.—*Continued.*

EMPLOYES STRIKING.			EMPLOYES STRIKING AND INVOLVED.			NEW EMPLOYES AFTER STRIKE.			Brought from other places.	WEEKLY WORKING HOURS.		Office No.
Number,	Daily pay. Before.	Daily pay. After.	Male.	Female.	Total.	Male.	Female.	Total.		Before strike.	After strike.	
301	$1 25	$1 38	301	-------	301	-------	-------	-------	-------	60	60	51
80	2 66	2 45	300	100	400	-------	-------	-------	-------	60	60	52
150	1 50	1 41	125	25	150	-------	-------	-------	-------	54	54	53
9	2 75	2 75	9	-------	9	-------	-------	-------	-------	60	60	54
36	2 03	-------	36	-------	36	-------	-------	-------	-------	60	60	55
92	1 25	1 25	98	94	192	6	-------	6	-------	60	60	56
186	3 15	3 20	186	-------	186	23	-------	23	-------	53	53	57
11	1 60	1 60	11	-------	11	5	-------	5	-------	54	54	58
95	1 00	1 00	50	45	95	-------	5	5	-------	66	66	59
108	85	89	220	550	770	-------	-------	-------	-------	60	60	60
18	2 00	2 20	18	8	26	-------	-------	-------	-------	50	50	61
18	2 20	2 00	18	6	24	6	-------	6	-------	50	50	62
1,702	1 12	1 18	1,702	329	2,031	-------	-------	-------	-------	43	43	63
20	1 84	2 16	20	-------	20	-------	-------	-------	-------	60	60	64
23	2 28	2 44	23	-------	23	-------	-------	-------	-------	59	53	65
31	2 25	2 50	31	-------	31	-------	-------	-------	-------	59	53	66

TABLE NO. 3—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Ordered by labor organization.
	1886—Continued.			
	BUILDING TRADES—*Continued.*			
67	Plumbers	Jersey City	For reduction of hours, increase and uniform rate of wages	Yes
68	Plumbers	Newark	For reduction of hours	Yes
69	Carpenters	Newark	For reduction of hours	Yes
70	Carpenters	Montclair	For increase of wages and reduction of hours	Yes
71	Carpenters	Newark	For reduction of hours	Yes
72	Painters	Newark	Against reduction of wages	Yes
73	Painters	Newark	Against reduction of wages	Yes
74	Painters	Newark	Against reduction of wages	Yes
75	Painters	Newark	Against reduction of wages	Yes
76	Painters	Newark	Against reduction of wages	Yes
	CLOTHING.			
77	Dyers, Hosiery and Underwear Factory	New Brunswick	For increase of wages	No
78	Hat Factory Employes	Orange Valley	For increase of wages	No
79	Hat Factory Employes	Newark	For increase of wages	Yes
80	Hat Factory Employes	Newark	For increase of wages	Yes
81	Hat Factory Employes	Orange	For increase of wages	Yes
82	Hat Factory Employes	Newark	Against violation of agreement	Yes
83	Hat Pouncers	Newark	In sympathy with strike in same factory	Yes
84	Hat Factory Employes	Newark	Against violation of agreement	Yes
85	Finishers, Hats	Newark	In sympathy with strike in same factory	Yes
86	Pouncers, Hats	Newark	In sympathy with strike in same factory	Yes
87	Hat Factory Employes	Newark	Against violation of agreement	Yes
88	Pouncers, Hats	Newark	In sympathy with strike in same factory	Yes
89	Finishers, Hats	Newark	In sympathy with strike in same factory	Yes
90	Finishers, Hats	Newark	In sympathy with strike in same factory	Yes
91	Hat Factory Employes	Newark	Against violation of agreement	Yes
92	Finishers, Hats	Newark	In sympathy with strike in same factory	Yes

YEARS AND INDUSTRIES.—*Continued.*

ESTABLISHMENTS.		Beginning.	End.	Duration (days).	Succeeded.	EMPLOYES'—		Employers' loss.	Office No.
Number	Days closed.					Loss.	Assistance.		
1	1	March 1	March 2, '86	1	Yes	$7		$5	67
37		May 3	May 14, '86	11	Yes	3,000		540	68
48	3	May 3	May 6, '86	3	Yes	6,763		1,463	69
5	1	May 3	May 4, '86	1	Yes	104			70
61	3	May 3	May 6, '86	3	Yes	5,585		1,606	71
2		June 1	June 22, '86	21	No	270	$25		72
1	7	June 1	June 8, '86	7	Yes	180			73
1		June 1	June 8, '86	7	No	225			74
1		June 1	July 1, '86	30	No	125			75
1	1	June 1	June 2, '86	1	No	18			76
1		April 26	May 3, '86	7	No	30			77
1	20	April 28	May 18, '86	20	Yes	3,326		225	78
1		May 8	May 20, '86	12	No	1,807			79
1		May 16	May 26, '86	10	Yes	494		1,000	80
1		June 27	June 30, '86	3	Yes	99			81
1		July 1	July 2, '86	1	No	75			82
1		July 1	July 4, '86	3	No	18			83
1		Sept. 1	Sept. 8, '86	7	No	252			84
1		Sept. 1	Sept. 8, '86	7	No	90			85
1		Sept. 1	Sept. 5, '86	4	No	20			86
1		Sept. 5	Sept. 12, '86	7	No	618			87
1		Sept. 5	Sept. 26, '86	21	No	162			88
1		Sept. 5	Sept. 29, '86	24	No	1,536			89
1		Sept. 5	Sept. 19, '86	14	No	252			90
1		Sept. 6	Sept. 13, '86	7	No	270			91
1		Sept. 6	Sept. 13, '86	7	No	180			92

TABLE NO. 3—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	NUMBER OF EMPLOYES.						AVERAGE DAILY WAGES.			
		Before strike.			After strike.			Before strike		After strike.	
		Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Male.	Female.
	1886—*Continued.* BUILDING TRADES										
67	Plumbers	3	------	3	3	------	3	$2 25	------	$2 50	------
68	Plumbers	100	------	100	100	------	100	3 00	------	3 00	------
69	Carpenters	867	------	867	867	------	867	2 60	------	2 60	------
70	Carpenters	40	------	40	40	------	40	2 60	------	2 75	------
71	Carpenters	716	------	716	716	------	716	2 60	------	2 60	------
72	Painters	16	------	16	16	------	16	3 00	------	2 50	------
73	Painters	10	------	10	6	------	6	3 00	------	3 00	------
74	Painters	20	------	20	20	------	20	3 00	------	2 50	------
75	Painters	6	------	6	6	------	6	3 00	------	2 50	------
76	Painters	7	------	7	7	------	7	3 00	------	2 50	------
	CLOTHING.										
77	Dyers, Hosiery and Underwear Factory	276	548	824	276	548	824	92	$0 95	92	$0 95
78	Hat Factory Employes	88	------	88	88	------	88	2 10	------	2 40	------
79	Hat Factory Employes	200	75	275	200	75	275	2 00	1 00	2 00	1 00
80	Hat Factory Employes	75	15	90	75	15	90	1 83	1 00	2 00	1 00
81	Hat Factory Employes	60	15	75	60	15	75	1 65	85	1 75	85
82	Hat Factory Employes	30	------	30	16	------	16	2 50	------	2 50	------
83	Pouncers, Hats	4	------	4	4	------	4	2 00	------	2 00	------
84	Hat Factory Employes	14	------	14	14	------	14	3 00	------	3 00	------
85	Finishers, Hats	6	------	6	7	------	7	3 00	------	2 50	------
86	Pouncers, Hats	2	------	2	2	------	2	2 50	------	2 50	------
87	Hat Factory Employes	56	------	56	16	------	16	1 84	------	1 84	------
88	Pouncers, Hats	4	------	4	3	------	3	3 00	------	3 00	------
89	Finishers, Hats	21	------	21	10	------	10	4 00	------	3 00	------
90	Finishers, Hats	6	------	6	6	------	6	3 50	------	3 0	------
91	Hat Factory Employes	18	------	18	18	------	18	2 50	------	2 50	------
92	Finishers, Hats	10	------	10	10	------	10	3 00	------	2 75	------

YEARS AND INDUSTRIES.—*Continued.*

EMPLOYES STRIKING.			EMPLOYES STRIKING AND INVOLVED.			NEW EMPLOYES AFTER STRIKE.				WEEKLY WORKING HOURS.		
	Daily pay.											
Number.	Before.	After.	Male.	Female.	Total.	Male.	Female.	Total.	Brought from other places.	Before strike.	After strike.	Office No.
3	$2 25	$2 50	3		3					59	53	67
100	3 00	3 00	100		100					60	53	68
867	2 60	2 60	867		867	53		53		59	54	69
40	2 60	2 75	40		40					59	54	70
716	2 60	2 60	716		716					59	54	71
6	3 00	2 50	6		6	2		2		59	59	72
10	3 00	3 00	10		10					59	59	73
15	3 00	2 50	15		15					59	59	74
2	3 00		2		2	2		2		59	59	75
7	3 00	2 50	7		7					59	59	76
6	83	83	6		6	2		2		60	60	77
88	2 10	2 40	88		88					59	59	78
95	1 73	1 73	90	5	95					45	45	79
30	1 83	2 00	30		30					54	54	80
20	1 65	1 75	20		20					40	40	81
30	2 50		30		30	16		16		59	59	82
3	2 00		3		3	3		3		59	59	83
14	3 00		14		14	14		14		59	59	84
5	3 00		5		5	6		6		59	59	85
2	2 50		2		2	2		2		59	59	86
56	1 84	1 84	56		56					59	59	87
3	3 00		3		3	2		2		59	59	88
20	4 00	3 00	20		20	6		6		59	59	89
6	3 50		6		6	6		6		59	59	90
18	2 50		18		18	18		18		59	59	91
10	3 00		10		10	10		10		59	59	92

TABLE NO. 3—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Ordered by labor organization.
	1886.—*Continued.*			
	CLOTHING.—*Concluded.*			
93	Pouncers, Hats	Newark	In sympathy with strike in same factory	Yes
94	Hat Factory Employes	Newark	Against violation of agreement	Yes
95	Finishers, Hats	Newark	In sympathy with strike in same factory	Yes
96	Hat Factory Employes	Newark	Against violation of agreement	Yes
97	Pouncers, Hats	Newark	In sympathy with strike in same factory	Yes
98	Finishers, Hats	Newark	In sympathy with strike in same factory	Yes
99	Hat Factory Employes	Newark	Against violation of agreement	Yes
100	Pouncers, Hats	Newark	In sympathy with strike in same factory	Yes
101	Pouncers, Hats	Newark	In sympathy with strike in same factory	Yes
102	Hat Factory Employes	Newark	Against using materials from non-union establishments	Yes
	FOOD PREPARATIONS.			
103	Butchers, Sheep	Jersey City	For increase of wages	Yes
104	Butchers, Cattle	Meadows	For regular employment	No
	GLASS.[a]			
105	Blowers, Green Glass Works	Glassboro, Bridgeton, Salem, Williamstown, Clayton, Woodbury.	Against employment of apprentices.	Yes
106	Blowers, Green Glass Works	Bridgeton	Against employment of apprentices.	Yes
107	Blowers, Green Glass Works	Millville	Against employment of apprentices.	Yes
108	Blowers, Green Glass Works	Bridgeton	Against reduction of wages and employment of apprentices	Yes
109	Apprentices, Bottle Glass Works	Bridgeton	For increase of wages	No
110	Blowers, Green Glass Works	Salem	Against reduction of wages and employment of apprentices	Yes
	LEATHER AND LEATHER GOODS.			
111	Stitchers, Harness Factory	Newark	For increase and uniformed rate of wages	Yes
112	Fitters, Harness Factory	Newark	For equalization of wages	Yes
113	Horse Collar Makers	Newark	For equalization of wages	Yes
114	Blackers, Leather Factory	Newark	For discharge of an employe	No
115	Grainers, Leather Factory	Newark	Against using material prepared by non-union men	No

[a] Of these only Nos. 115-110 and 121 are included in Table No. 1. See above.

YEARS AND INDUSTRIES.

ESTABLISHMENTS.		Beginning.	End.	Duration (days.)	Succeeded.	EMPLOYES'—		Employers' loss.	Office No.
Number	Days closed					Loss.	Assistance.		
1		Sept. 6	Oct. 4, '86	28	No	$288			93
1		Nov. 1	Nov. 8, '86	7	No	108			94
1		Nov. 1	Nov. 8, '86	7	No	120			95
1		Nov. 5	Nov. 12, '86	7	No	420			96
1		Nov. 5	Nov. 12, '86	7	No	36			97
1		Nov. 5	Nov. 26, '86	21	No	2,160			98
1		Nov. 6	Nov. 13, '86	7	No	119			99
1		Nov. 6	Nov. 13, '86	7	No	36			100
1		Dec. 24	Dec. 31, '86	7	No	90			101
2		Dec. 24	Dec. 31, '86	7	No	510			102
7	4	June 15	June 19, '86	4	Yes	672		$605	103
1		Nov. 9	Nov. 11, '86	2	Yes	520			104
6	50	Sept. 1	Oct. 21, '86	50	No	86,645		15,500	105
1	15	Sept. 1	Sept. 16, '86	15	No	2,600	$1,000		106
1	30	Sept. 1	Oct. 1, '86	30	No	17,438			107
1	16	Oct. 27	Nov. 12, '86	16	No	2,800	400	3,000	108
1		Dec. 1	Dec. 5, '86	4	No	29			109
1		Dec. 6	Dec. 10, '86	4	No	461		400	110
6	2	April 13	April 15, '86	2	Yes	276			111
6	2	April 13	April 15, '86	2	No	263			112
3	2	April 13	April 15, '86	2	No	67			113
1		May 3	May 10, '86	7	No	96			114
1		May 6	May 11, '86	5	Yes	75			115

TABLE NO. 3—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	NUMBER OF EMPLOYES.						AVERAGE DAILY WAGES.			
		Before strike.			After strike.			Before strike		After strike	
		Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Male.	Female.
	1886—Continued. CLOTHING—*Concluded.*										
93	Pouncers, Hats	8		8	6		6	$2 00		$2 00	
94	Hat Factory Employes	9		9	5		5	2 00		2 00	
95	Finishers, Hats	10		10	10		10	2 00		1 50	
96	Hat Factory Employes	35		35	35		35	2 00		2 00	
97	Pouncers, Hats	2		2	2		2	3 00		3 00	
98	Finishers, Hats	40		40	12		12	3 00		2 50	
99	Hat Factory Employes	38		38	20		20	1 31		1 30	
100	Pouncers, Hats	4		4	3		3	2 00		2 00	
101	Pouncers, Hats	5		5	5		5	3 00		3 00	
102	Hat Factory Employes	50		50	12		12	1 70		2 00	
	FOOD PREPARATIONS.										
103	Butchers, Sheep	56		56	56		56	3 00		3 60	
104	Butchers, Cattle	130		130	130		130	2 00		2 00	
	GLASS. *a*										
105	Blowers, Green Glass Works	1,180		1,180	1,180		1,180	2 29		2 20	
106	Blowers, Green Glass Works	122		122	110		110	2 23		1 80	
107	Blowers, Green Glass Works	355		355	355		355	2 53		2 53	
108	Blowers, Green Glass Works	50		50	53		53	4 00		4 00	
109	Apprentices, Bottle Glass Works	45		45	45		45	90		90	
110	Green Glass Works Blowers	99		99	99		99	2 11		2 11	
	LEATHER AND LEATHER GOODS.										
111	Stitchers, Harness Factory	103		103	103		103	1 34		1 84	
112	Fitters, Harness Factory	98		98	98		98	1 34		1 34	
113	Horse Collar Makers	47		47	47		47	1 42		1 42	
114	Blackers, Leather Factory	300		300	296		296	2 50		2 50	
115	Grainers, Leather Factory	500		500	500		500	2 66		2 66	

a Of these only Nos. 105-110 and 121 are included in Table No. 1. See above.

YEARS AND INDUSTRIES.—*Continued.*

EMPLOYES STRIKING.			EMPLOYES STRIKING AND INVOLVED.			NEW EMPLOYES AFTER STIKE.				WEEKLY WORKING HOURS.		
	Daily pay.											
Number.	Before.	After.	Male.	Female.	Total.	Male.	Female.	Total.	Brought from other places.	Before strike.	After strike.	Office No.
6	$2 00	$2 00	6	-------	6	4	-------	4	-------	59	59	93
9	2 00	2 00	9	-------	9	-------	-------	-------	-------	59	59	94
10	2 00	-------	10	-------	10	10	-------	10	-------	59	59	95
35	2 00	2 00	35	-------	35	12	-------	12	-------	59	59	96
2	3 00	-------	2	-------	2	2	-------	2	-------	59	59	97
40	3 00	-------	40	-------	40	12	-------	12	-------	59	59	98
18	1 10	-------	38	-------	38	20	-------	20	-------	59	59	99
3	2 00	-------	3	-------	3	3	-------	3	-------	59	59	100
5	3 00	3 00	5	-------	5	5	-------	5	-------	59	59	101
50	1 70	-------	50	-------	50	12	-------	12	-------	59	59	102
56	3 00	3 60	56	-------	56	-------	-------	-------	-------	50	50	103
130	2 00	2 00	130	-------	130	-------	-------	-------	-------	54	54	104
495	4 07	3 85	1,180	-------	1,180	-------	-------	-------	-------	54	54	105
50	4 00	-------	122	-------	122	55	-------	55	-------	54	54	106
155	4 50	4 50	355	-------	355	-------	-------	-------	-------	54	54	107
50	4 00	4 00	50	-------	50	4	-------	4	-------	48	48	108
8	90	90	8	-------	8	-------	-------	-------	-------	52	52	109
24	4 80	4 80	99	-------	99	-------	-------	-------	-------	48	48	110
103	1 34	1 84	103	-------	103	-------	-------	-------	-------	59	59	111
98	1 34	1 34	98	-------	98	-------	-------	-------	-------	59	59	112
47	1 42	1 42	47	-------	47	-------	-------	-------	-------	59	59	113
8	2 00	2 00	8	-------	8	6	-------	6	-------	59	59	114
5	3 00	3 00	5	-------	5	-------	-------	-------	-------	59	59	115

TABLE NO. 3—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Ordered by labor organization.
	1886—*Continued.*			
	LEATHER AND LEATHER GOGDS.			
116	Fitters and Stitchers, Harness Factory	Newark	For equalization of wages	Yes
117	Horse Collar Makers	Newark	For new bill of prices	Yes
	MACHINES AND MACHINERY.			
118	Machine and Boiler Shop Employes	Jersey City	For reduction of hours	No
119	Printing Press Works Employes	Jersey City	For reduction of hours	No
120	Elevator Works Employes	Jersey City	For reduction of hours	Yes
121	*a* Moulders, Locomotive Works	Paterson	For increase of wages	Yes
	METALS AND METALLIC GOODS.			
122	Moulders, Stove Foundry	Elizabeth	For increase of wages and reinstatement of discharged employe	No
123	Brass Works Employes	Newark	For change of rules	No
124	Brass Works Employes	Newark	For increase of wages	No
125	Iron Foundry Employes	Jersey City	For increase of wages	Yes
126	Steel Works Employes	Newark	For increase of wages	No
127	Horseshoers	Newark	For reduction of hours and increase of wages	Yes
128	Brass Works Employes	Newark	For reduction of hours	Yes
129	Brass Works Employes	Newark	Against employment of non-union men	Yes
	PRINTING AND PUBLISHING.			
130	Compositors	Rahway	For weekly payments	No
131	Lithographers	Burlington	For reduction of hours	Yes
	RUBBER GOODS.			
132	Rubber Factory Employes	Trenton	Against change of union rules	Yes
	SILK GOODS.			
133	Silk Mill Employes	West Hoboken	For change of rules	Yes
134	Silk Mill Employes	Paterson	For increase of wages	No
135	Weavers, Ribbon Factory	Paterson	For increase of wages	Yes
136	Weavers	Paterson	For increase of wages	No
137	Warpers	Homestead	For discharge of foreman	No

a Of these only Nos. 105–110 and 121 are included in Table No. 1. See above.

YEARS AND INDUSTRIES.—*Continued.*

ESTABLISHMENTS.		Beginning.	End.	Duration (days).	Succeeded.	EMPLOYES'—		Employers' loss.	Office No.
Number.	Days closed.					Loss.	Assistance.		
12	43	May 16	June 28, '86	43	No	$11,554	$5,544		116
2		May 16	June 28, '86	43	No	1,483	464		117
1	16	May 3	May 19, '86	16	Yes	4,300		$3,000	118
1		May 3	May 18, '86	15	No	750			119
1		May 7	May 11, '86	11	No	250			120
10		Aug. 23	Dec. 23, '86	122	Yes	53,020	14,747	19,025	121
1	91	Apr. 1	July 1, '86	91	Yes	18,720	200	3,000	122
1		Apr. 6	Apr. 8, '86	2	Yes	332			123
1		Apr. 8	Apr. 9, '86	1	No	168			124
1	39	May 1	June 9, '86	39	Yes	2,250		400	125
1	21	May 7	May 28, '86	21	No	11,340		3,000	126
51		June 14	June 17, '86	3	Yes	621			127
1	1	Sept. 4	Sept. 5, '86	1	Yes	163			128
1	10	Sept. 20	Sept. 30, '86	10	No	2,360	1,000		129
1		June 10	June 17, '86	7	No	637		2,000	130
1		Sept. 6	Jan. 24, '87	141	No	2,700	1,477	8,000	131
1	26	Jan. 29	Feb. 24, '86	26	No	4,425	1,000	15,000	132
1	10	Feb. 8	Apr. 5, '86	56	No	1,500		1,000	133
1		Feb. 18	Mar. 3, '86	13	Yes	3,345		1,000	134
1	14	Mar. 4	Mar. 18, '86	14	Yes	2,160	540	500	135
1		Apr. 5	July 5, '86	91	No	3,000			136
1		Apr. 24	May 3, '86	9	No	920		954	13

TABLE NO. 2.—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	NUMBER OF EMPLOYES.						AVERAGE DAILY WAGES.			
		Before strike.			After strike.			Before strike		After strike.	
		Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.		Female.
	1886—Continued.										
	LEATHER AND LEATHER GOODS.										
116	Fitters and Stitchers, Harness Factory	201	------	201	201	------	201	$1 60	------	$1 63	------
117	Horse Collar Makers	29	------	29	29	------	29	1 42	------	1 50	------
	MACHINES AND MACHINERY.										
118	Machine and Boiler Shop Employes	165	------	165	165	------	165	2 75	------	2 75	------
119	Printing Press Works Employes	25	------	25	28	------	28	2 65	------	2 60	------
120	Elevator Works Employes	40	------	40	40	------	40	2 75	------	2 75	------
121	*a* Moulders, Locomotive Works	313	------	313	313	------	313	1 70	------	1 84	------
	METALS AND METALLIC GOODS.										
122	Moulders, Stove Foundry	120	------	120	120	------	120	2 00	------	2 20	------
123	Brass Works Employes.	400	35	435	400	35	435	1 17	67	1 17	$0 67
124	Brass Works Employes	400	35	435	224	95	319	1 17	67	1 17	67
125	Iron Foundry Employes	45	------	45	40	------	40	2 00	------	2 20	------
126	Steel Works Employes	300	------	300	300	------	300	2 10	------	2 10	------
127	Horseshoers	92	------	92	92	------	92	2 25	------	2 87	------
128	Brass Works Employes	215	200	415	215	200	415	1 17	67	1 17	67
129	Brass Works Employes	210	------	210	204	------	204	1 25	------	1 25	------
	PRINTING AND PUBLISHING.										
130	Compositors	90	35	125	100	35	135	2 00	1 25	2 00	1 25
131	Lithographers	125	15	140	80	10	90	1 75	75	1 75	75
	RUBBER GOODS.										
132	Rubber Factory Employes	162	------	162	130	------	130	1 59	------	1 47	------
	SILK GOODS.										
133	Silk Mill Employes	40	10	50	29	13	42	1 60	1 25	1 60	1 25
134	Silk Mill Employes	185	155	340	185	155	340	2 00	1 12	2 20	1 23
135	Weavers, Ribbon Factory	90	------	90	90	------	90	2 00	------	2 19	------
136	Weavers	23	22	45	23	22	45	2 00	1 60	2 00	1 60
137	Warpers	236	222	458	236	222	458	1 25	1 00	1 25	1 00

a See Tables Nos. 1 and 2.

YEARS AND INDUSTRIES.—*Continued.*

EMPLOYES STRIKING.			EMPLOYES STRIKING AND INVOLVED.			NEW EMPLOYES AFTER STRIKE.				WEEKLY WORKING HOURS.		
	Daily pay.											
Number.	Before.	After.	Male.	Female.	Total.	Male.	Female.	Total.	Brought from other pl aces.	Before strike.	After strike.	Office No.
201	$1 60	$1 63	201	-------	201	25	-------	25	-------	59	59	116
29	1 42	1 50	29	-------	29	4	-------	4	-------	59	59	117
165	2 75	2 75	165	-------	165	8	-------	8	-------	59	53	118
22	2 65	2 60	22	-------	22	25	-------	25	-------	59	59	119
30	2 75	2 75	30	-------	30	-------	-------	-------	-------	60	60	120
313	1 70	1 84	313	-------	313	84	-------	84	-------	60	60	121
120	2 00	2 20	120	-------	120	5	-------	5	-------	60	60	122
200	83	83	200	-------	200	-------	-------	-------	-------	59	59	123
200	84	84	200	-------	200	-------	60	60	-------	59	59	124
45	2 00	2 20	45	-------	45	-------	-------	-------	-------	59	59	125
300	2 10	2 10	300	-------	300	-------	-------	-------	-------	59	59	126
92	2 25	2 87	92	-------	92	-------	-------	-------	-------	60	58	127
415	93	93	215	200	415	-------	-------	-------	-------	59	55	128
210	1 25	1 25	210	-------	210	-------	-------	-------	-------	57	57	129
55	1 90	1 90	50	5	55	20	-------	20	20	59	59	130
12	2 03	-------	12	-------	12	12	-------	12	7	59	59	131
121	1 33	1 33	121	-------	121	3	-------	3	-------	62	62	132
5	1 60	-------	40	10	50	24	3	27	-------	60	55	133
170	1 26	1 38	100	70	170	-------	-------	-------	-------	60	60	134
9	2 00	2 19	90	-------	90	-------	-------	-------	-------	60	60	135
45	1 80	1 80	23	22	45	20	22	42	-------	60	60	136
100	1 25	1 25	60	40	100	-------	-------	-------	-------	60	60	137

TABLE NO. 3—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Ordered by labor organization.
	1886.			
	SILK GOODS—*Concluded.*			
138	Silk Mill Employes	Jersey City	For increase of wages and reduction of hours	Yes
139	Dyers, Finishers, Etc	Paterson	For increase and equalization of wages	Yes
140	Weavers	Hoboken	For increase of wages and reduction of hours	Yes
141	Silk Mill Employes	West Hoboken	For increase of wages and reduction of hours	Yes
142	Silk Mill Employes	West Hoboken	For increase of wages and reduction of hours	Yes
143	Silk Mill Employes	Union	For increase of wages and reduction of hours	Yes
144	Silk Mill Employes	West Hoboken	For increase of wages and reduction of hours	Yes
145	Winders	Paterson	Against reduction of wages	No
146	Weavers	Union Hill	For increase of wages	No
147	Weavers, Ribbon Factory	Paterson	Against employment of additional apprentices	Yes
148	Dyers, Finishers, Etc	Paterson	For increase of wages	No
	STONE QUARRYING AND CUTTING.			
149	Brown Stone Cutters	Newark	Against change of rules	No
	TOBACCO.			
150	Cigar Makers	Newark	Against reduction of wages	Yes
	TRANSPORTATION.			
151	Coal Loaders	Weehawken	Against reduction of wages	No
152	Longshoremen	Newark	For reinstatement of a discharged employe	No
	WOODEN GOODS.			
153	Planing Mill Employes	Elizabeth	For increase of wages	No
154	Planing Mill Employes	Newark	For reduction of hours	Yes
	MISCELLANEOUS.			
155	Embroiderers in Silk	Jersey City H'ts	For discharge of non-union men	Yes
156	Flax Mill Employes	Paterson	For increase of wages	No
157	Traveling Bag Makers	Newark	For payment of wages due and recognition of union	Yes
158	Laundry Employes	Belleville	Against discharge of an employe	No
159	Laundry Employes	Paterson	For increase of wages	Yes

YEARS AND INDUSTRIES.—*Continued.*

ESTABLISHMENTS.		Beginning.	End.	Duration (days).	Succeeded.	EMPLOYES'—		Employers' loss.	Office No.
Number	Days closed.					Loss.	Assistance.		
1	21	May 1	June 3, '86	33	No	$8,538		$5,000	138
9	2	May 3	May 5, '86	2	Yes	2,298			139
1		May 3	May 8, '86	5	No	625		1,000	140
1	30	May 3	June 2, '86	30	Partly	4,000	$250		141
1		May 3	June 7, '86	35	Partly	2,795	350	1,000	142
1		May 3	June 1, '86	29	Partly	3,007	500	6,000	143
1	7	May 5	June 1, '86	27	Partly	1,385			144
1	7	Aug. 2	Aug. 9, '86	7	No	1,200			145
1	7	Aug. 8	Aug. 15, '86	7	No	1,418		300	146
1		Sept. 1	Dec. 31, '86	122	Yes	16,906	9,000		147
1	2	Sept. 3	Sept. 5, '86	2	Yes	67			148
1	7	April 15	April 22 '86	7	No	840		240	149
1	1	April 15	April 16, '86	1	Yes	30			150
1		July 13	July 16, '86	3	Yes	90			151
1	2	Dec. 6	Dec. 8, '86	2	No	500		500	152
1	1	May 24	May 25, '86	1	Yes	45		100	153
1	4	June 15	June 19, '86	4	Yes	225			154
1		Feb. 4	Mar. 2, '86	26	No	1,200		2,500	155
1		Feb. 13	Feb. 19, '86	6	No	1,825		400	156
1	14	Mar. 15	July 15, '86	121	No	3,215	1,350	3,000	157
1		Mar. 26	Mar. 27, '86	1	Yes	206			158
1	1	April 1	April 2, '86	1	Yes	25			159

TABLE NO. 3.—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	NUMBER OF EMPLOYES.						AVERAGE DAILY WAGES.			
		Before strike.			After strike.			Before strike		After strike.	
		Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Male.	Female.
	1886. SILK GOODS.—*Concluded.*										
138	Silk Mill Employes	200	274	474	170	284	454	$1 50	$1 00	$1 50	$1 00
139	Dyers, Finishers, Etc.	936		936	992		992	1 29		1 77	
140	Weavers	150	150	300	150	150	300	2 50	1 75	2 50	1 75
141	Silk Mill Employes	60	75	135	28	22	50	1 75	1 40	1 75	1 40
142	Silk Mill Employes	65	20	85	55	20	75	1 65	1 25	1 85	1 25
143	Silk Mill Employes	100	50	150	120	60	180	1 50	1 10	1 75	1 25
144	Silk Mill Employes	55	55	110	100	75	175	1 50	1 50	1 75	1 75
145	Winders		250	250		250	250		1 00		92
146	Weavers	97	92	189	97	92	189	1 25	1 25	1 25	1 25
147	Weavers, Ribbon Factory	85		85	85		85	1 95		1 95	
148	Dyers, Finishers, Etc.	25		25	25		25	1 34		1 60	
	STONE QUARRYING AND CUTTING.										
149	Brown stone cutters	40		40	44		44	3 50		3 50	
	TOBACCO.										
150	Cigar Makers	17		17	17		17	1 75		1 75	
	TRANSPORTATION.										
151	Coal Loaders	15		15	15		15	2 00		2 00	
152	'Longshoremen	125		125	125		125	2 00		2 00	
	WOODEN GOODS.										
153	Planing Mill Employes	30		30	30		30	1 50		1 75	
154	Planing Mill Employes	25		25	25		25	2 25		2 25	
	MISCELLANEOUS.										
155	Embroiderers in Silk	29	65	94	27	61	88	3 00	1 25	3 30	1 25
156	Flax Mill Employes	30	320	350	30	320	350	1 25	84	1 25	84
157	Traveling Bag Makers	32		32	20		20	1 63		1 63	
58	Laundry Employes	72	101	173	72	101	173	1 50	1 50	1 50	1 50
159	Laundry Employes	25		25	25		25	2 00		2 06	

YEARS AND INDUSTRIES.—*Continued.*

EMPLOYES STRIKING.			EMPLOYES STRIKING AND INVOLVED.			NEW EMPLOYES AFTER STRIKE.				WEEKLY WORKING HOURS.		
	Daily pay.											
Number.	Before.	After.	Male.	Female.	Total.	Male.	Female.	Total.	Brought from other places.	Before strike.	After strike.	Office No.
200	$1 50	$1 50	200	274	474	40	-------	40	-------	60	57	138
936	1 29	1 77	936	-------	936	71	-------	71	-------	60	60	139
50	2 50	2 50	50	-------	50	2	-------	2	-------	60	60	140
75	1 75	1 75	60	75	135	12	-------	12	-------	60	55	141
55	1 65	1 85	55	2	57	3	-------	3	-------	60	55	142
117	1 30	1 50	70	47	117	20	10	30	-------	60	55	143
10	1 50	1 75	55	55	110	45	20	65	-------	58	55	144
250	1 00	92	-------	250	250	-------	-------	-------	-------	60	60	145
88	1 40	1 40	46	42	88	46	42	88	-------	60	60	146
85	1 95	1 95	85	-------	85	10	-------	10	-------	60	60	147
25	1 34	1 60	25	-------	25	-------	-------	-------	-------	60	60	148
40	3 50	3 50	40	-------	40	4	-------	4	-------	50	50	149
17	1 75	1 75	17	-------	17	-------	-------	-------	-------	47	47	150
15	2 00	2 00	15	-------	15	-------	-------	-------	-------	60	60	151
125	2 00	2 00	125	-------	125	50	-------	50	-------	60	60	152
30	1 50	1 75	30	-------	30	-------	-------	-------	-------	60	60	153
25	2 25	2 25	25	-------	25	-------	-------	-------	-------	60	54	154
10	3 00	3 30	12	24	36	4	-------	4	-------	60	58	155
320	84	84	30	320	350	-------	-------	-------	-------	60	60	156
32	1 63	1 63	32	-------	32	11	-------	11	-------	59	59	157
138	1 50	1 50	37	101	138	-------	-------	-------	-------	54	54	158
25	2 00	2 06	25	-------	25	-------	-------	-------	-------	60	60	159

TABLE NO. 3.—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Ordered by labor organization.
	1886—*Concluded.*			
	MISCELLANEOUS—*Concluded.*			
160	Folders, Bleachery	Passaic	Against employment of girls as folders	Yes
161	Dyeing and Printing Works Employes	Passaic	For reinstatement of a discharged employe	Yes
162	Paper Mill Employes	Paterson	Against increase of hours and for discharge of employes	No
163	Trunk Factory Employes	Newark	For increase of wages	Yes
164	Travelling Bag Makers	Newark	Against employment of non-union men	Yes
165	Trunk Factory Employes	Newark	For increase of wages	Yes

YEARS AND INDUSTRIES.—*Continued.*

ESTABLISHMENTS.		Beginning.	End.	Duration (days).	Succeeded.	EMPLOYES'—		Employers' loss.	Office No.
Number	Days closed.					Loss.	Assistance.		
1	----------	May 7	Sept. 7, '86	123	No	$6,882	----------	$8,000	160
1	14	May 22	June 5, '86	14	No	13,000	----------	50,000	161
1	----------	June 7	June 28, '86	21	No	1,282	----------	----------	162
1	21	July 27	Aug. 17, '86	21	Yes	2,340	$1,073	350	163
1	----------	Aug. 1	Aug. 22, '86	21	No	758	160	----------	164
1	----------	Aug. 24	Sept. 14, '86	21	Partly	891	55	----------	165

TABLE. NO 3—STRIKES BY

Office No.	INDUSTRIES AND YEARS.	NUMBER OF EMPLOYES.						AVERAGE DAILY WAGES.			
		Before strike.			After strike.			Before strike		After strike.	
		Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Male.	Female.
	1886—*Concluded.*										
	MISCELLANEOUS—*Concluded.*										
160	Folders, Bleachery	94	33	127	55	25	80	$1 60	$0 80	$1 60	$0 80
161	Dyeing and Printing Works Employes	753	81	834	753	81	834	1 50	84	1 50	84
162	Paper Mill Employes	40	------	40	40	------	40	1 78	------	1 78	------
163	Trunk Factory Employes	65	------	65	65	------	65	2 00	------	2 30	------
164	Travelling Bag Makers	23	------	22	15	------	15	1 83	------	1 83	------
165	Trunk Factory Employes	47	------	47	47	------	47	1 50	------	1 59	------

YEARS AND INDUSTRIES.—*Concluded.*

EMPLOYES STRIKING.			EMPLOYES STRIKING AND INVOLVED.			NEW EMPLOYES AFTER STRIKE.				WEEKLY WORKING HOURS.		
	Daily pay.											
Number.	Before.	After.	Male.	Female.	Total.	Male.	Female.	Total.	Brought from other places.	Before strike.	After strike.	Office No.
12	$2 00	----------	39	8	47	37	5	42	23	60	60	160
340	1 46	$1 46	753	81	834	350	13	363	85	59	59	161
40	1 78	1 78	40	--------	40	30	--------	30	--------	66	72	162
65	2 30	2 00	65	--------	65	--------	--------	--------	--------	59	59	163
23	1 83	1 83	23	--------	23	10	--------	10	--------	59	59	164
33	1 50	1 59	33	--------	33	16	--------	16	--------	59	59	165

TABLE NO. 4—LOCK-OUTS BY

[From advance sheets of 3d Annual

Office No.	INDUSTRIES AND YEARS.	LOCALITY.	CAUSE OR OBJECT.	Ordered by labor organization.
	1882.			
	GLASS.			
1	Window Glass Works Employes	Glassboro, Bridgeton, Malaga and Winslow	Against demand for increase of wages	Yes
	1883.			
	SHIPBUILDING, ETC.			
2	Carpenters and Caulkers	Camden	Against demand for increase of wages	Yes
	1885.			
	POTTERY, EARTHENWARE, ETC.			
3	Pottery Works Employes	Trenton	To enforce reduction of wages	Yes
	MISCELLANEOUS.			
4	Bone Button Factory Employes	Newark	To force strikers in another establishment to relinquish their demands	No
	1886.			
	BUILDING TRADES.			
5	Plumbers	Jersey City	*a* To enforce shop rules	Yes
	CLOTHING.			
6	Hat Factory Employes	Newark	Against demand for increase of wages	Yes
7	Hat Factory Employes	Newark	Against demand for increase of wages	Yes
8	Hat Factory Employes	Newark	Against demand for increase of wages	Yes
9	Hat Factory Employes	Newark	Against demand for increase of wages	Yes
	SILK GOODS.			
10	Silk Mill Employes	Homestead and West Hoboken	Against demand for increase of wages	No

a The rules were as follows: 1st. Making working hours 4½ in the morning and 4½ in the afternoon; 2nd. To allow boys to work for less than $9.00 per week; 3d. To allow ½ day pay when part of the day only was worked.

YEARS AND INDUSTRIES,

Report, U. S. Bureau of Labor.]

ESTABLISHMENTS.		Beginning.	End.	Duration (days.)	Succeeded.	EMPLOYES'		Employers' loss.	Office No.
Number	Days closed.					Loss.	Assistance.		
5	153	Sept. 1	Feb. 1, '83	153	No	$68,000		$6,300	1
5		April 16	June 4, '83	49	Yes	24,822		3,110	2
3		Jan. 1	Jan. 23, '85	22	Partly	11,040		4,600	3
5	103	May 21	Sept. 1, '85	103	Yes	12,789	$3,192	2,680	4
9	21	Sept. 16	Oct. 7, '86	21	Partly	1,530	768		5
1		Mar. 1	Mar. 15, '86	14	No	270			6
11		May 10	May 20, '86	10	No	2,926			7
1		May 10	May 13, '86	3	No	198			8
1		May 10	May 14, '86	4	No	72			9
2	28	May 3	May 31, '86	28	Yes	27,694		16,046	10

TABLE NO. 4.—LOCK-OUTS BY

[From advance sheets of 3d Annual

Office No.	INDUSTRIES AND YEARS.	NUMBER OF EMPLOYES.						AVERAGE DAILY WAGES.			
		Before lock-out.			After lock-out.			Before lock-out.		After lock-out.	
		Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Male.	Female.
	1882.										
	GLASS.										
1	Window Glass Works Employes	458	------	458	458	------	458	$2 35	------	$2 58	------
	1883.										
	SHIPBUILDING, ETC.										
2	Carpenters and Caulkers	197	------	197	197	------	197	3 00	------	3 00	------
	1885.										
	POTTERY, EARTHENWARE, ETC.										
3	Pottery Works Employes	355	130	485	369	129	498	2 10	92	2 07	92
	MISCELLANEOUS.										
4	Bone Button Factory Employes	84	13	97	84	13	97	1 76	84	1 76	84
	1886.										
	BUILDING TRADES.										
5	Plumbers	34	------	34	23	------	23	2 50	------	2 50	------
	CLOTHING.										
6	Hat Factory Employes	20	11	31	20	11	31	2 50	1 25	3 00	1 25
7	Hat Factory Employes	209	------	209	205	------	205	1 56	------	1 69	------
8	Hat Factory Employes	22	------	22	22	------	22	2 00	------	2 17	------
9	Hat Factory Employes	18	------	18	18	------	18	1 00	------	1 10	------
	SILK GOODS.										
10	Silk Mill Employes	552	466	1,018	552	466	1,018	1 25	1 00	1 25	1 00

YEARS AND INDUSTRIES.

Report, U. S. Bureau of Labor.]

EMPLOYES LOCKED OUT.			EMPLOYES LOCKED OUT AND INVOLVED.			NEW EMPLOYES AFTER LOCK-OUT.				WEEKLY WORKING HOURS.		
	Daily pay.											
Number.	Before.	After.	Male.	Female.	Total.	Male.	Female.	Total.	Brought from other places.	Before lock-out.	After lock-out.	Office No.
458	$2 35	$2 58	458	-------	458	-------	-------	-------	-------	50	50	1
197	3 00	3 00	197	-------	197	19	-------	19	-------	60	60	2
383	1 87	1 85	308	75	383	14	-------	14	-------	58	58	3
97	1 64	1 64	84	13	97	-------	-------	-------	-------	50	50	4
34	2 50	2 50	34	-------	34	-------	-------	-------	-------	53	53	5
9	2 50	3 00	9	-------	9	-------	-------	-------	-------	60	60	6
209	1 56	1 69	209	-------	209	-------	-------	-------	-------	59	59	7
22	2 00	2 17	22	-------	22	-------	-------	-------	-------	59	59	8
18	1 00	1 10	18	-------	18	-------	-------	-------	-------	59	59	9
1,018	1 14	1 14	552	466	1,018	-------	-------	-------	-------	60	60	10

PART VI.

CO-OPERATION.

PART VI.

CO-OPERATION.

In nearly every report of this Bureau the subject of co-operation has received attention; and as its progress in other countries as well as our own has been so fully described it almost seems unnecessary here to refer to the matter; yet, believing as we do, that through co-operative effort, in its varied forms, will be found the only method of liberating the wage-worker from the thraldom of the wage system, and that through its educational processes he may ultimately secure a portion of independence, we again call upon all those who have at heart the success of the labor movement to enter more earnestly, and with the spirit of self-denial, upon co-operative work; for is it not true that the extent to which this work may be carried on is only limited by the entire abolition of penury from the home of every prudent, economical and industrious wage-worker in this land?

There is no phase in the labor movement of to-day so hopeful as the revival of interest in the educational effort: the discussion of co-operation and profit-sharing methods for the elevation of labor. To what extent this has been done and with what results, the brief statements in a preceding chapter of the successes and failures of co-operation among American labor organizations, especially in New Jersey, show. These references will suffice for the present report, but we cannot refrain from placing before our readers, for the benefit of those who are interested in this vital question, a few of the many utterances which have been put in print, setting forth the benefits which the workingman derives from co-operation with his fellow workers.

Right Hon. A. J. MUNDELLA, M. P., at a meeting of factory operatives in Manchester, August 9, 1884, observed:

"There are no more self-reliant men on the face of the earth than the operatives of Lancashire. When I look at the management of your co-operative stores—when I consider that within ten or twenty miles radius of this place they manage co-operative distributive and industrial concerns to the extent of ten millions of money—I say that is an illustration of independence of character, self reliance and intelligence which has no comparison anywhere else in the world."

Mr. HENRY BROADHURST, M. P., in an address to the members of the Over Darwen Industrial Co-operative Society, January 27, 1883:

"The co-operative movement teaches the working people the value of the ready-money system, and the value of many other things as well, the importance of which political economy can hardly overestimate. If every money-making speculation in this country had been as careful of the education and culture of its work people as co-operative societies are in regard to their members, what a happy country this would be to-day, and what remarkable progress would have been made in all branches of education."

G. J. HOLYOAKE, in the *Fortnightly Review* for August, 1887:

"Co-operation is the organization of fraternity, by rendering cultivation and competence possible to all. But the day of that is not yet. As Ephraim Jenkinson says, in the 'Vicar of Wakefield,' 'the world is in its infancy.' Co-operation is as yet in that state, but the principle is in the minds of men. Co-operation was born of the feeling that unmitigated competition is at best but social war, and though war has its great conquests, its pomp, its bards, its proud associations and heroic memories, there is murder in its march, and humanity and genius were things to blush for, if progress cannot be accomplished by some other means. What an enduring truce is to war, co-operation is to the never-ceasing conflict between capital and labor. It is the peace of industry."

Mr. E. VANSITTART NEALE, in a paper read before the Manchester Statistical Society, March 9, 1887:

"If the principle of association for the promotion of general welfare is, as I have urged, the expression of reasonable will in its application to human affairs, the practice of association must be expected to foster among all who come under its influence the growth and prominence of reasonable will. Hence it is that, in my judgment, the systematic development of association is of such immense importance to the welfare of mankind. It marks the opening of a new era."

LORD DERBY, in an address to the members of the Rochdale Working Men's Club, January 2, 1879:

"Among all the English communities, Rochdale has the honorable distinction of

being that in which the great industrial movement of co-operation has been the earliest and most successfully worked. The men who founded the Equitable Pioneers' Society will, I think, be remembered when many who have made more noise in their time will be forgotten. I am glad to learn that that powerful organization has, at any rate so far, suffered but little from bad times. Co-operation will not work miracles; co-operative institutions will fail like others, if they are worked with too little capital, or with too much borrowed capital, or by men who don't understand their business. But whatever may happen in particular instances, I believe the principles which lie at the root of the movement are right and sound . . . and will stand the test of adversity, even though more severe than the next few months is likely to be. They may not do all that their promoters expect. They will not transform or regenerate society, but they will effect a very useful and permanent improvement in our social condition, and in this town and to this district the credit of having originated that improvement will be largely due."

MISS JANE HUME CLAPPERTON, in "*Scientific Meliorism:*"

"A science of society in its conscious, rational state is sure to be developed and to supersede political economy; a science in which sympathy and co-operation will take the place of competition, and not wealth alone but happiness will be the object that every social member seeks to attain. The misery of too-exhausting and laborious work, and the misery of idleness, will be alike condemned and shunned; whilst active employment, suited to the capacity of each, will be embraced by all; and to that happiness which springs from exercising all our faculties and then reposing them, there will be added all the higher joys of mutual helpfulness and sympathy of co-operation."

REV. CHARLES W. STUBBS, M. A., in "*The Land and the Laborers:*"

"Indeed, I venture to say, finally, that if we are ever to succeed in raising the platform of industrial morality, and healing what is at present, I fear, the standing feud between capital and labor, it must be by the substitution of the principles of co-operative faith for the spirit of competitive selfishness which now forms the orthodox foundation of economic science. The ideal of co-operation is, indeed, a noble one, for it means the transformation of human life from a conflict of classes struggling for opposite interests, to a friendly rivalry in pursuit of a good common to all; the elevation of the dignity of labor, a new sense of security and independence in the laboring class, and the conversion of each human being's daily occupation into a school of the social sympathies and the practical intelligence."

The late Professor JEVONS, in "The State in Relation to Labor:"

"Indirectly, co-operative associations have considerable bearing on trade questions, because they offer the most ready and engaging mode of investment for small sums of capital. Half the bitterness of trade union disputes arises from anti-capital-

ist feeling of the workman, and he is by the nature of things cut off from the possession of capital, and even looks upon it as contrary to the *esprit de corps* of his order to own capital. Nothing can tend more to break down this most mistaken and lamentable feeling than the insidious way in which capital accumulates in a well-managed co-operative society. Almost without knowing it the workman finds himself a small capitalist, and when the balance has once begun visibly to grow, it is strange if the love of accumulation is not at length excited. The balance not only grows, but its growth excites the more interest because the owner, or a customer, a member, or even a committeeman, assists in its growth and may take part in the management of the affair."

ALEXANDER WYLIE, in "Labor, Leisure, and Luxury:"

"Distributive co-operation—that is, the co-operation which exists for the sale of products—is the very best training which the working people can have for the more difficult, and, to them, much more advantageous form of it, namely, productive co-operation; and it is a very pleasing sign of the times that such a large proportion of them have embarked in this most educative enterprise, and that their number and capital is so very strongly on the increase. In it they are being practically trained in all the principles and details of sound mercantile business—in economy and self-denial, to enable them to save the necessary capital, and to pay ready money for what they purchase—in self-reliance, and in respect and trust of their fellow co-operators to combine their savings—in rectitude of dealing among themselves, and with those who sell to them, and in the intelligence which enables them to conduct their business with success alongside of individual competition; and I cordially recommend it to all working men."

T. EDWIN BROWN, D.D., in "Studies in Modern Socialism:"

"Co-operation has incited to prudence, and rewarded the prudence to which it incites. It has cured poverty of its recklessness. It has furnished motives for saving—afforded the opportunity, and formed and cherished the habit. By returning to the purchaser, in dividends, what other traders would have retained in profits, it has made true the quaint Lancashire paradox—'The more they eaten, the more they geten.' Co-operation has given to a just pride and a generous aspiration the places once held by dulness and despair. It has promoted the Christian sentiment of peace and good-will. Co-operation has taught others than these strictly moral lessons. From the very difficulties which have surrounded it, from the mistakes it has made, and from the failures which have often accompanied its experiments, its advocates have learned valuable lessons of economic principle. The whole history of co-operation has been an economic education to the working men who have been in its modest but stirring scenes. They have learned the necessity of the existence of capital as a force distinct from the labor that originally produced it, and that whatever may be said against capital when it overleaps its true functions and becomes a tyrant, nothing is to be said against it, but all things in its favor so long as it is a useful servant. They have learned that capital, as a distinct force, is like other servants—worthy of its hire, even though that hire be called interest."

The following figures will show the progress of the co-operative movement in the United Kingdom from 1862 to 1885:

In the United Kingdom at the end of 1885 there were enrolled 1,491 societies; of these 1,441 had furnished returns, whilst 50 omitted to do so.

These 1,441 societies had a membership of 850,659 persons; their sales for the year were £31,305,910; or about $156,000,000, on which was realized a net profit of £2,988,690, or $14,900,000; £20,712, or $103,000 were expended for educational purposes. Compared with the figures for 1875 the foregoing results show very substantial increases, viz: 77 per cent. in membership, 69 per cent. in sales, 109 per cent. in profit, and 90 per cent. in grants to educational purposes.

The total sales for the twenty-four years, 1862 to 1885, were £367,245,670, or $1,835,000,000, on which a net profit of £29,959,561, or $149,000,000 was realized.

CO-OPERATION IN ENGLAND AND WALES DURING 1875 AND 1885.

	1875.	1885.	Increase per cent.
Societies (making returns)	926	1,114	26
Members	420,024	717,019	71
Capital (share and loan) £	5,212,930	£9,773,308	87
Sales	16,206,570	25,858,065	59
Profit	1,250,570	2,419,615	93
For educational purposes	10,454	19,374	85

CO-OPERATION IN SCOTLAND DURING 1875 AND 1885.

	1875.	1885.	Increase per cent.
Societies (making returns)	237	317	33
Members	59,260	132,597	124
Capital (share and loan)	425,599	£1,374,338	223
Sales	2,277,812	5,415,091	138
Profits	176,795	566,540	220
For educational purposes	425	1,338	215

CO-OPERATION IN IRELAND DURING 1875 AND 1885.

	1875.	1885.	Increase per cent.
Societies	7	10	43
Members	792	1,043	32
Capital (share and loan)	15,008	9,447	*32
Sales	15,519	£32,754	111
Profits	1,725	2,535	47
For educational purposes	------	------	----

* Decrease.

The following co-operative associations have been incorporated during the year, and have received the approval of the Chief of this Bureau, under the act of our Legislature, entitled "An act to provide for the formation and regulation of co-operative societies of workingmen," approved March tenth, one thousand eight hundred and eighty-four:

Date of Approval	NAME OF ORGANIZATION.	LOCATION.	Authorized Capital.
Feb. 18, 1887	The Beverly Co-operative Manufacturing Co. of Hosiery and Knit goods	Beverly	$10,000
Mar. 11, 1887	The Passaic Co-operative Society	Passaic	2,500
June 30, 1887	American Co-operative Pottery Society	Trenton	100,000
Sept. 12, 1887	Paterson Industrial Co-perative Association	Paterson	5,000

One of the most successful associations is that of the HAMMONTON FRUIT GROWERS' UNION AND CO-OPERATIVE SOCIETY, which was organized under the New Jersey co-operative statute, in 1884. The following interesting statements are quoted from the secretary's report:

"We cannot report to you, as was done one year ago, a large increase on shipments. Although our membership and acreage have both increased, yet our shipments have largely decreased, as the following figures will show: Total quarts berries shipped 1886, 1,817,803; 1887, 1,350,000; pears shipped 1886, 5,065 bushels; pears shipped 1887, 2,685 bushels. Grapes shipped in 1886, 128 tons, or 256,000 lbs.; grapes shipped 1887, 22½ tons, or 45,000 lbs; showing a decrease in berries shipped of 467,803 quarts; a decrease in pears shipped of 2,380 bushels; a decrease in grapes shipped of 105½ tons, or 211,000 pounds.

"Although our shipments show such a large decrease, yet we think the receipts were better than for the previous year. We believe we are fully warranted in saying that the year just closed has been a prosperous one, for our members who are fruit growers.

The reason is obvious—the increased price obtained for our fruit, and the less cost for picking and marketing. We are always anxious for large crops, and feel discouraged at the prospect of a small one; yet it is almost invariably true that we get more net money from a small than from a large crop. Of course this applies only when the small crop is universal with us and with those sections that compete with us.

"Our store has gone steadily forward. The increase in trade has been gratifying from its very commencement, and at no time has it been more marked than during the last three monthe of the past year, as the following comparison will show: During Oct., 1886, our cash receipts were $3,542; during Oct., 1887, $5,007; Nov., 1886,

they were $3,427; Nov., 1887, $5,092; Dec., 1886, they were $3,706; Dec., 1887, $6,206.

"During the year we have added largely to our dry goods, notions and clothing trade, on which there is a much better profit than on the heavier articles like feed and fertilizers.

"The large salesroom which we completed a little more than one year ago, and which we all supposed was large enough to fully meet all our wants for five years at least, is already too small to accommodate our trade in good shape.

"We are fully justified by facts in saying that our members, who have purchased their goods at their own store, have during the past year made a net saving of from ten to fifteen per cent. on their purchases. In the first place goods are sold from five to ten per cent. cheaper than they would be if our store did not exist; then you receive back in dividends six and one-half per cent. on all your purchases.

"We are beginning to realize to some extent the benefits of co-operation, but have as yet realized only a small measure of the benefits that we may receive if we stand true and faithful to the principles of our organization."

In presenting the third annual statement before the meeting of stockholders, the board of directors of the TRENTON CO-OPERATIVE SOCIETY made the following statement with regard to the society's store:

"It has been phenomenally successful ever since the business commenced, May 9, 1885. The annual report made at this time last year showed that during 1886 the sales in the store amounted to $49,958.20; the third annual report, which we now submit for your consideration, shows sales of merchandise for the year just ended to have aggregated $93,592.90, or nearly double those of the previous year. On these sales, a net profit of $15,573.40 was realized, as against $7,061.73 for the previous year. After laying aside to reserve fund, $837.98, educational fund, $398.03, interest on share capital, $398.25, land fund, $939, we pay back to purchasers at the store, $13,-392.22 in dividend, an average of $1,116 per month returned to them in cash.

"The reserve fund, which, at the last annual report, only amounted to $491.75, has been swelled to $1,357.

"The educational fund of last annual report was $196.67; it has been increased to $587.25.

"The land fund of last annual report was only $250; it is now $1,189.

"Mortgage on the property last year was $7,500, but this year it is only $5,000.

"And the merchandise account, which is always figured at cost price and discounted 10 per cent. each quarter for depreciation, in the previous annual report was $3,414.76 worth of goods in the society's store, while this report shows an increase to $4,816.69.

"Share capital during last year has been increased from $5,787.12 to $8,844.58. The essential difference between business as ordinarily conducted and as conducted at this store is, that in the first case the person who is the proprietor of the store gets all the profits, and in the latter the interest on capital is limited to six per cent. per annum, and anything received above this and the legitimate expenses of conducting the business is returned to the purchasers.

"And the members can with confidence recommend this society to the public for their consideration and patronage."

The following reports have been received from some of the older New Jersey organizations:

SIXTH ANNUAL REPORT OF THE NEW BRUNSWICK CO-OPERATIVE ASSOCIATION,

For the year ending November 30th, 1887.

CASH ACCOUNT.

Receipts.

Share capital	$156 67
Fixture and organization account	10 50
Merchandise	22,727 29
Deposit order account	3,835 63
Discount	114 58
Balance Nov. 30, 1886	420 65
	$27,265 32

Expenditures.

Merchandise	$22,215 64
Salary	2,547 00
Expense	745 44
Dividend	859 33
Deposit order account	155 52
Script account	213 47
Share capital	206 81
Balance on hand	322 11
	$27,265 32

MERCHANDISE.

Debits.

Inventory Nov. 30, 1886	$3,040 80
Purchases for year	22,215 64
Total debits	$25,256 44
Gross profit on merchandise for year	4,563 14
	$29,819 58

Credits.

Cash sales	$22,727 29
Deposit order sales	3,710 48
Total sales for year	$26,437 77
Inventory Nov. 30, 1887	3,381 81
	$29,819 58

DISCOUNT ACCOUNT.

Debits.

To gross profit	$114 58

Credits.

By cash	$114 58

DISTRIBUTION OF GROSS PROFIT.

Debits.

Salary account for year	$2,547 00
Sundry expense account	745 44
Fixture and organization account charged to expense	63 67
Net profit for year	1,350 86
	$4,706 97

Credits.

Gross profit on merchandise	$4,563 14
Gross profit on discount	114 58
Educational fund	29 25
	$4,706 97

DISTRIBUTION OF NET PROFIT.

Debits.

Interest on capital	$186 12
Placed to Reserve Fund	58 23
" Educational Fund	27 66
Dividend on Salary Account	114 45
" on sales to stockholders	613 00
Dividend on sales to non-stockholders	226 87
Fixture and organization account	124 53
	$1,350 86

Credits.

Net profit	$1,350 86

SHARE CAPITAL ACCOUNT.

Dr.

Withdrawn during year	$206 81
Present balance of account	3,223 24
	$3,430 05

Cr.

Balance Nov. 30, 1886	$3,185 06
Interest and dividend added during year	88 32
Cash added during year	156 67
	$3,430 05

FOURTH ANNUAL FINANCIAL STATEMENT OF THE FRUIT GROWERS' UNION AND CO-OPERATIVE SOCIETY (LIMITED),

For the year ending January 1, 1888.

CASH ACCOUNT.

January 3, 1887, cash on hand	$322 75
January 1, 1888, cash received during the year	69,855 54
	$70,178 29
January 1, 1888, cash paid during the year	69,820 12
January 1, 1888, cash on hand to balance	358 17
	$70,178 29

Assets.

Amount of stock in store	$11,027 20
Due on book accounts	4,817 29
Due on notes	232 22
Three and one-third acres land	600 00
Fertilizer house	160 00
Horse sheds	240 00
Dwelling house	1,100 00
Store house	3,175 16
Coal dump	740 00
Fixtures, as per inventory	669 49
Insurance advanced	29 46
Cash in treasury	358 17
	$23,148 99

Liabilities.

Interest due on stock, January 29, 1887	$69 23
" " " January 29, 1888	552 30
Due on store dividends	560 79
" Unpaid store bills	1,706 80
" Mortgage	400 00
" Overpaid commission	13 01
Money advanced on due bills	2,500 00
Due directors on salaries	225 00
	$6,027 13
Total assets	3,148 99
Total liabilities	6,027 13
Net assets	$17,121 86
Net assets, January 3, 1887	12,540 81
Less store dividends and sinking fund	2,222 03
	$10,318 78
Total net gain	$6,803 08

STORE ACCOUNT.

Dr.

Goods on hand, Jan. 3, 1887		$7,257 51
Book accounts due Jan. 3, 1887		1,735 41
Goods bought during the year		54,154 89
Goods bought and unpaid		1,706 80
Amount fixtures, 1887	$418 25	
Amount fixtures bought 1887	293 24	
		711 49
Amount paid on freight		3,413 55
Amount expenses, including salaries		3,098 11
Amount due on directors' salaries (one-half)		112 50
Amount insurance on goods		42 00
Amount rent of store		300 00
Amount interest on capital stock		300 00
Amount taxes on goods		36 40
		$72,868 66
Net profit to balance		3,921 36
		$76,790 02

Cr.

By cash received on sales	$60,044 57
By book accounts	4,817 29
By due on notes	232 22
By inventory—goods on hand	11,027 20
By fixtures on hand (less 10 per cent. on 1887)	668 74
	$76,790 02

FRUIT GROWERS', OR SHIPPING DEPARTMENT.

Dr.

To received from railroad company, on clerk salary	$105 00
To received from commission merchants—2 per cent.	2,537 97
To received from cash on stock	257 96
To received from membership fees	52 00
To received from rent of store	300 00
To received from rent of dwelling-house	96 00
To received from other sources	1,698 94
	$5,047 87

Cr.

By paid taxes—1887	$21 21
By paid expenses shipping department	1,605 76
By paid directors' salaries (one-half)	112 50
By paid interest on stock	252 30
By paid store improvement	167 16
By paid coal shed improvement	8 00
Net profit to balance	2,880 94
	$5,047 87

No. shares at last report	1,321
Issued in 1887	520
Total No. shares	1,841
No. members at last report	281
Received during the year	52
Total membership	333

SINKING FUND.

1885, Amount invested in loan association	$132 75
1886, Amount invested in loan association	246 25
1887, Amount invested in loan association	222 21
1888, Amount set aside	340 71
	$941 92

THIRD ANNUAL STATEMENT OF THE TRENTON CO-OPERATIVE SOCIETY,

For year ending December 31, 1887.

GENERAL STATEMENT.

Resources.

Inventory of merchandise, December 29, 1887	$5,351 83	
Less 10 per cent	535 14	
		$4,816 69
Fixture and organization		2,960 24
Real estate		10,000 00
Cash balance		3,084 32
		$20,861 25

Liabilities.

Share capital	$8,844 58
Interest and dividends	3,771 12
Reserve fund	1,357 00
Educational fund	587 25
Land fund	1,189 00
Mortgage on estate	5,000 00
Balance carried forward	112 30
	$20,861 25

CASH ACCOUNT.

Receipts.

Cash balance January 1, 1887	$1,993 10
Sales in store	93,592 90
Entrance fees	53 00
Cash on shares	5,799 08
Rent from halls	566 79
Fixture and organization	137 00
	$102,141 87

Expenditures.

Merchandise purchased	$72,042 43
Salary account	6,040 75
Expense account	1,603 51
Fixture and organization	1,494 69
Real estate	2,500 00
Interest and dividend	12,627 10
Withdrawn share capital	2,741 62
Educational fund	7 45
Cash balance, December 30, 1887	3,084 32
	$102,141 87

SHARE CAPITAL.

Receipts.

Share capital, January 1, 1887	$5,787 12
Received since	5,799 08
	$11,586 20

Disbursements.

Withdrawn	$2,741 62
Balance December 30, 1887	8,844 58
	$11,586 20

MERCHANDISE ACCOUNT

Receipts.

Sales in store		$93,592 90
Inventory of merchandise, December 29, 1887	$5,351 83	
Less 10 per cent	535 14	
		4,816 69
		$98,409 59

Expenditures.

Merchandise, January 1, 1887	$3,414 76
Merchandise purchased since	72,042 43
Gross profits	22,952 40
	$98,409 59

DISTRIBUTION OF GROSS PROFITS.

Dr.

Gross profits	$22,952 40

Cr.

Salary account	6,040 75
Expense account	1,338 65
Net profits	15,573 00
	$22,952 40

DISPOSAL OF NET PROFITS.

Brought forward	$505 78
Net profits this year	15,573 00
Reserve fund	837 98
Educational fund	398 03
Interest and capital	398 25
Dividend account	13,393 22
Land fund	939 00
Carried forward	112 30
	$16,078 78

THIRD ANNUAL REPORT OF THE KINGSLAND CO-OPERATIVE ASSOCIATION.

For the year ending January 31st, 1888.

CAPITAL STOCK.

January 31st, 1887, 432 shares at $5	$2,160 00
Sold during year, 104 shares at $5	520 00
Total	$2,680 00
Withdrawn during the year, 149 shares at $5	745
	$1,935 00

CASH ACCOUNT.

Dr.

Amount on hand January 31st, 1887	$35 01
Received for merchandise sold during year	19,647 63
Received for rentals	132 00
Received from 104 shares stock at $5	520 00
	$20,334 64

Cr.

Paid for merchandise bought during year	$16,882 05
Paid for salaries	1,458 10
Paid for rent	300 00
Paid for taxes	16 07
Paid for insurance	11 75
Paid for dividend and interest	755 95
Paid for new fixtures	37 80
Paid for horse feed and bedding	120 00
Paid for sundry expenses	47 92
Paid for 116 shares stock withdrawn at $5	580 00
Cash on hand January 31st, 1888	125 00
	$20,334 64

GENERAL STATEMENT.

Resources.

Accounts due Association January 31st, 1888	$2,253 69
Merchandise, per inventory, January 31, 1888	1,754 11
Fixtures, per inventory, January 31, 1888	324 01
Net profits July 31, 1887	333 99
Cash carried to redemption fund July 31, 1887	33 33
Cash on hand January 31, 1888	125 00
	$4,823 53

Liabilities.

Three hundred and eighty-seven shares of stock at $5	$1,935 00
To sundry persons for merchandise	1,737 55
Redemption fund account	296 35
Interest on capital stock for six months	70 00
Profits July 31, 1887	366 72
Net profit January 31, 1888	417 91
	$4,823 53

DIVISION OF NET PROFIT.

Net profit January 31, 1888		$417 91
Less 10 per cent. to redemption fund		41 79
		$376 12
Sales to shareholders, $6,000 at 6 per cent.	$360 00	
Sales to non-shareholders, $500 at 1 2-7 per cent.	6 43	
Salaries, $732, at 1 2-7 per cent.	9 41	
Undivided balance	28	
		$376 12

THE PHILLIPSBURG CO-OPERATIVE STORE, NO. 1 (LIMITED).

Makes the following statement of business done for the year ending Dec. 31, 1887:

Business done for the year ending December 31	$32,983 24
Capital stock, 109 members, at $20 per share	21,800 00

PART VII.

THE HAT INDUSTRY.

PART VII.

THE HAT INDUSTRY.

In the manufacture of hats New Jersey ranks second among the States, Connecticut alone producing a greater number annually. For some time past the general tendency has been to a lower grade of goods, all through the trade, although not to so great an extent here as in the latter State. Prices also, for the same grade of goods, are considerably lower than they were a few years ago, when most of the smaller manufacturers made hats for the large commission houses in New York, which furnished materials and took all the risks, the former only providing labor and plant. But when the larger firms increased their facilities for manufacturing, and were enabled to produce all the goods their own trade required, they stopped sending orders to the smaller makers, who were thus obliged to manufacture on their own account and find a market for their products. To realize on them as quickly as possible, the margin of profit had to be reduced to a minimum. The improvements in machinery have tended to a further decrease in prices.

The business during the past year has been satisfactory, showing a large increase in production, as well as in value, over the year 1881, although the number of establishments engaged has decreased from 88 in 1881 to 82 in 1887.

For the twelve months ending July 1, 1887, 20 of the 82 firms engaged in this industry were in operation during the whole twelve months; 19 were idle from two to six months and 43 worked half time from two to seven months. Reducing the part time to full time, this would make an average of ten months full time for the whole trade here. Most of the establishments for men's hats have two seasons of four months each; during the balance of the year very few men get employment. The season for the manufacture of ladies' hats lasts from three to five months.

The greatest number of hands employed at any one time for the period of our report, from July 1886, to July, 1887, was 8,200; the average number having been 7,548—5,297 males over 16 years of age, 1,849 females over 15 years of age and 402 children or youths; *i. e.*, a little more than five per cent. of the employes were boys and girls. The proportion of men, women and children does not materially differ from that given in the report of this Bureau for 1881, when the average number at work was stated at 6,976, or 5,066 men, 1,523 women and 387 children. The returns of the United States census for 1880, for this State, reported the average number of hands employed at 5,567, divided into 4,096 men, 1,271 women and 202 children. In all our factories men are at work; in all but three women are employed, while in fifteen there are no children. Wages are paid weekly.

The following is a summary of the statistics contained in the tables below:

Aggregate sum paid for labor during the year, $3,243,600—an increase of $185,789 over that disbursed in 1881. Nearly thirty per cent. of the value of the entire product of the factories was thus paid out. The average amount of wages for each man, woman, boy and girl employed either as a skilled mechanic or ordinary laborer, was $429.73.

The total capital invested in the business is $2,387,500, varying per establishment from $100,000 to $3,000, the average being a little over $29,000. The number of dozen hats manufactured during the year was 724,250—an increase of 145,475 dozens over the product of 1881. But the average market value is stated to have been only $14.95, or a decrease in value, since the latter year, of $1.94 per dozen. The market value of the total product turned out was $10,832,000, or $4.53 for every dollar of capital employed.

According to the returns of the United States Census Bureau for 1880, there was invested in New Jersey hat manufacture during that year a capital of $1,343,900; amount paid in wages, $2,113,-581; value of raw material used, $2,103,082; value of product, $6,152,447.

We are indebted to Mr. A. L. Belden, editor of *The Hat Review*,

for the following statement of exports of hats from the ports of New York and San Francisco for the year 1887:

From San Francisco:

Tahiti, 5 cases valued at	$1,232 00
Australia, 2 cases valued at	160 00
British Columbia, 90 cases valued at	4,824 00
Central America, 15 cases valued at	748 00
Gilbert Islands, 1 case valued at	16 00
Hawaiian Islands, 498 cases valued at	20,723 00
Marshall Islands, 1 case valued at	42 00
Japan, 34 cases valued at	1,614 00
Mexico, 11 cases valued at	930 00
Asiatic Russia, 4 cases valued at	281 00

From New York:

Dutch West Indies, 40 cases valued at	$569 00
British West Indies, 120 cases valued at	2,774 00
Danish West Indies, 17 cases valued at	351 00
French West Indies, 1 case valued at	57 00
Central America, 101 cases valued at	4,850 00
Mexico, 58 cases valued at	3,129 00
U. S. of Columbia, 677 cases valued at	22,207 00
British Honduras, 4 cases valued at	393 00
Venezuela, 24 cases valued at	1,938 00
Brazil, 93 cases valued at	2,930 00
Chili, 3 cases valued at	355 00
San Domingo, 32 cases valued at	2,330 00
Cuba, 32 cases valued at	1,585 00
Hayti, 157 cases valued at	4,715 00
Nova Scotia, 8 cases valued at	255 00
Newfoundland, 2 cases valued at	93 00
Canada, 9 cases valued at	51 00
Japan, 7 cases valued at	672 00
China, 2 cases valued at	771 00
London, 1 case valued at	103 00
Liverpool, 5 cases valued at	184 00
Hamburg, 1 case valued at	120 00

Total exports, 2,056 cases, invoice value, $81,002.

Our returns for the New Jersey establishments, for the year, are tabulated below:

STATISTICS OF HAT MANUFACTURE.

Office number.	Quantity produced, (dozens.)	Capital.	Greatest number of hands employed at any one time during the year.	AVERAGE NUMBER OF HANDS EMPLOYED.			WAGES AND HOURS OF LABOR.			MONTHS IN OPERATION.			Products.
				Males above 16 years.	Females above 15 years.	Children and youth.	Average day's wages for a skilled mechanic.	Average day's wages for an ordinary laborer.	Total amount paid in wages during the year.	On full time.	On one-half time only.	Idle.	
	Total for State: $724,250	$2,387,500	8,200	5,297	1,849	402	------	------	$3,243,600	------	------	------	$10,832,000
1	9,000	36,000	135	90	20	10	$2 50	$2 00	67,500	8	4	------	243,000
a 2	------	60,000	80	55	15	2	------	------	38,000	12	------	------	320,000
3	5,500	50,000	48	30	12	3	------	------	28,000	8	4	------	97,000
4	30,000	100,000	400	250	75	50	------	------	156,000	12	------	------	633,000
5	10,000	60,000	170	115	25	10	------	------	75,000	12	------	------	240,000
6	11,000	12,000	120	80	20	8	------	------	58,700	9	3	------	175,000
7	4,500	16,000	50	35	10	2	------	------	25,000	9	------	3	81,000
8	15,000	80,000	275	200	40	10	------	------	100,000	9	3	------	315,000
9	20,000	100,000	350	275	50	10	------	------	125,000	9	3	------	460,000
a 10	5,400	20,000	90	55	20	5	------	------	25,500	6	------	------	145,800
11	25,000	60,000	300	210	65	10	------	------	150,000	12	------	------	500,000
12	12,000	30,000	165	100	40	12	------	------	75,000	10	2	------	246,000
13	12,000	30,000	85	60	17	2	------	------	46,800	12	------	------	144,000
14	8,000	15,000	100	70	16	4	------	------	35,000	8	4	------	108,000
15	3,000	6,000	45	25	10	5	------	------	9,000	8	4	------	39,000
16	9,000	40,000	100	55	30	8	------	------	39,000	8	4	------	135,000
17	9,000	20,000	125	80	20	8	------	------	48,500	8	4	------	135,000
18	2,500	10,000	25	15	5	1	------	------	10,000	8	4	------	30,000
19	2,000	5,000	35	18	10	2	------	------	5,000	8	------	4	20,500
20	6,000	20,000	115	75	20	5	------	------	38,500	8	4	------	108,000
21	4,000	10,000	50	40	10	------	------	------	18,000	7	5	------	54,000
22	11,000	50,000	200	110	55	15	------	------	70,200	9	------	3	198,000
23	7,000	30,000	130	100	20	2	------	------	35,000	3	9	------	91,000
24	2,000	9,000	30	22	6	------	------	------	10,000	6	6	------	27,000
25	7,000	18,000	75	50	10	5	------	------	24,500	10	2	------	70,000
26	5,500	16,000	60	34	14	6	------	------	28,900	8	4	------	82,500
27	8,000	20,000	65	35	20	3	------	------	56,000	9	------	3	120,000
28	5,000	20,000	60	26	16	8	------	------	27,000	9	3	------	75,000
29	1,400	5,000	8	4	1	1	------	------	4,000	12	------	------	12,500
30	5,000	20,000	75	45	12	3	------	------	22,000	9	------	3	60,000
31	3,000	10,000	40	24	10	------	------	------	16,000	12	------	------	42,000
32	9,000	50,000	115	80	20	3	------	------	44,000	9	3	------	135,000
33	9,000	50,000	115	80	20	3	------	------	43,500	9	3	------	135,000
34	7,000	45 000	110	80	21	2	------	------	40,000	9	3	------	108,000
35	24,000	25.000	160	90	50	8	------	------	50,000	8	4	------	192,000
a 36	------	30,000	35	19	6	2	------	------	16,000	12	------	------	250,000
37	30,000	30,000	125	102	15	2	------	------	50,000	8	------	4	120,000
b 38	8,000	12,000	68	33	30	2	------	------	26,000	7	------	------	56,000
39	25,000	75,000	265	200	40	10	------	------	150,000	8	4	------	375,000
40	6,000	40,000	75	58	10	3	------	------	40,000	12	------	------	144,000
41	8,500	50,000	130	83	33	4	------	------	65,000	12	------	------	150,000
42	500	5,000	8	4	2	1	------	------	3,500	12	------	------	12,000
a 43	------	15.000	20	15	5	------	------	------	13,500	8	4	------	111,000
44	18,500	50,000	65	30	20	5	------	------	38,000	12	------	------	111,000
45	14,000	30,000	75	50	20	------	------	------	25,000	5	7	------	140,000
46	10.000	28,000	110	70	20	5	------	------	50,000	9	3	------	135,000
47	8,500	18,000	90	56	20	4	------	------	41,000	9	3	------	120,000
48	7,200	15,000	45	28	10	3	------	------	21,000	12	------	------	86,400
49	20,000	60,000	200	160	25	10	------	------	100,000	10	2	------	300,000
a 50	------	20,000	28	18	6	1	------	------	15,000	12	------	------	125,000
51	13,000	75,000	165	125	12	14	------	------	66,000	5	4	3	130,000
52	150	3,000	7	4	2	1	------	------	3,000	12	------	------	7,500
53	7,000	30,000	80	60	15	------	------	------	36,000	8	4	------	105,000
54	9,000	50,000	130	92	28	------	------	------	52,800	9	3	------	162,000
a 55	------	25,000	30	25	5	------	------	------	19,500	9	3	------	165,000

a Forming Mills. *b* New.

STATISTICS OF HAT MANUFACTURE.—*Continued.*

Office number.	Quantity produced. (dozens.)	Capital.	Greatest number of hands employed at any one time during the year.	AVERAGE NUMBER OF HANDS EMPLOYED.			WAGES AND HOURS OF LABOR.			MONTHS IN OPERATION.			Products.
				Males above 16 years.	Females above 15 years.	Children and youth.	Average day's wages for a skilled mechanic.	Average day's wages for an ordinary laborer.	Total amount paid in wages during the year.	On full time.	On one-half time only.	Idle.	
56	15,000	$50,000	145	100	25	5	------	------	$56,000	12	------	------	$160,000
57	10,000	30,000	80	58	15	2	------	------	45,000	6	4	2	150,000
58	9,000	20,000	125	90	20	8	------	------	46,000	6	6	------	108,000
59	6,000	3,500	25	24	------	------	------	------	7,500	6	------	6	18,000
60	9,000	10,000	65	40	20	------	------	------	16,000	7	5	------	95,000
61	5,200	10,000	60	23	25	2	------	------	10,400	12	------	------	34,000
62	2,200	8,000	15	10	2	------	------	------	8,000	12	------	------	37,400
63	4,000	8,000	50	25	20	2	------	------	13,500	5	4	3	40,000
64	6,500	12,000	80	52	15	8	------	------	30,000	12	------	------	78,500
65	25,000	50,000	280	200	65	10	------	------	118,000	8	4	------	375,000
66	35,000	45,000	275	35	200	23	2 00	1 50	52,000	8	------	4	200,000
67	3,900	20,000	75	34	30	3	------	------	19,500	8	2	2	81,900
68	1,800	10,000	20	18	------	------	------	------	7,100	7	------	5	18,000
69	2,000	6,000	45	20	20	------	------	------	14,000	7	------	5	30,000
70	3,000	20,000	70	42	25	------	------	------	19,750	5	3	4	60,000
71	4,000	25,000	100	60	30	4	------	------	30,000	8	4	------	84,000
72	24,000	75,000	330	200	90	23	------	------	110,000	9	3	------	360,000
73	4,000	10,000	45	40	2	------	------	------	13,000	8	------	4	35,000
74	3,500	18,000	38	23	12	------	------	------	18,000	8	------	4	53,000
75	12,000	15,000	80	59	15	1	------	------	34,000	9	3	------	96,000
76	6,000	15,000	40	26	9	3	------	------	16,000	9	3	------	48,000
a 77	------	40,000	15	10	------	4	------	------	7,000	9	------	3	12,000
78	3,000	6,000	20	9	3	3	1 60	------	8,500	12	------	------	21,000
79	5,200	13,000	110	84	12	4	2 60	2 00	40,000	12	------	------	78,000
80	30,000	40,000	70	20	40	2	------	------	14,000	8	4	------	135,000
b 81	800	10,000	55	30	20	------	------	------	4,950	2	------	------	12,000
82	2,000	9,000	30	20	5	2	------	------	9,500	8	------	4	28,000

a Forming Mills. *b* New.

PART VIII.

LABOR LEGISLATION.

PART VIII.

LABOR LEGISLATION.

LAWS RELATING TO THE EMPLOYMENT OF LABOR AND AFFECTING THE INTERESTS OF WAGE-EARNERS IN THIS STATE.*

An act for the promotion of manual training.

1. Be it enacted by the Senate and General Assembly of the State of New Jersey, That whenever any board of school trustees or board of education of any school district in this State shall certify to the State Superintendent of Public Instruction that there has been raised by special district school tax, or by subscription, or both, a sum of money not less than five hundred dollars, for the establishment in such district of a school or schools for manual training, or for the purpose of adding manual training to the course of study now pursued in the school or schools of such district, it shall be the duty of the said State Superintendent of Public Instruction, with the approval of the Governor, to draw his order on the Comptroller and in favor of said district, for a sum equal to that contributed by said school district as aforesaid, for said object; and when such school or schools shall have been established, or manual training shall have been added to the course of study in any district, there shall be annually contributed by the State, in manner aforesaid, for the maintenance thereof, a sum of money equal to that raised each year in said district for such purpose; provided, that the course of manual training established or introduced under the provisions of this act shall be approved by the State Board of Education; provided further, that the moneys appropriated by the State as aforesaid to any school district, shall not exceed in any one year the sum of five thousand dollars, and that all payments made in pursuance of the provisions of this act shall be paid on the warrant of the Comptroller out of the income of the School Fund.

2. That the trustees of any school district in this State receiving an appropriation under the provisions of this act, shall annually, on or before the first day of September, make a special report to the State Superintendent of Public Instruction of the progress of manual training in such district, and give such other information in connection therewith as he may require.

Approved February 15, 1888. Chapt. 38.

*For the labor legislation of previous years, see eighth and ninth Bureau reports. In the report for 1885 (8th), a comprehensive *resume* of the New Jersey labor legislation prior to that year is given.

An act to amend an act entitled "An act for the promotion of industrial education," approved April twenty-eighth, one thousand eight hundred and eighty-seven.

1. That the first section of the act of which this is amendatory be and the same hereby is amended so as to read as follows:

1. That whenever in any school district there shall have been raised by special tax or by subscription, or both, a sum of money not less than five hundred dollars, for the establishment in such district of a school or schools for the industrial education or for the purposes of adding industrial education to the course of study now pursued in the school or schools of such district, there shall be appropriated by the State, out of the income of the School Fund, an amount equal to that appropriated by the district as aforesaid; and when such school or schools shall have been established in any district, or said industrial education has been introduced into the course of study in the school or schools of any district, there shall be appropriated by the state for the maintenance and support thereof a sum of money equal to that appropriated each year by the district for such purpose; provided, that the moneys appropriated by the State as aforesaid to any school district shall not exceed in any one year the sum of five thousand dollars; the treasurer of the city or the collector of the township, as the case may be, shall be the legal custodian of any and all funds subscribed, alloted or raised for purposes of carrying out the instruction contemplated by this act, and he shall keep a separate and distinct account thereof, apart from all other moneys in his custody whatsoever, and shall disburse the fund on the properly authenticated drafts of the trustees of the school district, or other persons or board having charge of public schools in such district; any unexpended balance to the credit of this fund in any township or city at the end of any fiscal year, shall not be covered into the treasury of the city or township, but shall be at the disposal of the school trustees or other persons or board having charge of public schools in the district, for the purpose of aiding industrial education in the succeeding year or years; provided, that any such unexpended balance shall not be included in the report of the amount raised in any succeeding year for the purpose of procuring State funds as above provided.

2. That the trustees or other persons or board having charge of public schools of any district in this State receiving an appropriation under the provisions of this act shall annually, on or before the first day of September, make a special report to the Superintendent of Public Instruction of the progress of industrial education in such district and such other information in connection therewith as he may require.

3. That it shall be lawful for the trustees or other persons or board having charge of public schools of any school district to associate with themselves in the management of this fund a number of citizens not exceeding ten, representing the donors, in case the sum or any part thereof necessary to obtain the State appropriation shall have been raised by private subscription.

Approved March 7, 1888. Chapt. 114.

An act to amend an act entitled "An act to establish a system of public instruction," [Revision], approved March twenty-seventh, one thousand eight hundred and seventy-four.

1. That section seventy-seven of the act entitled "An act to establish a system of

public instruction" [Revision], approved March twenty-seventh, one thousand eight hundred and seventy-four, be and the same is hereby amended so as to read as follows:

77. That for the purpose of maintaining free public schools there shall be assessed, levied and collected annually upon the taxable real and personal property in this state, as exhibited by the latest abstract of ratables from the several counties, made out by the several boards of assessors and filed in the office of the Comptroller of the Treasury, a State school tax equal to five dollars for each child in this state between the ages of five and eighteen years, as exhibited by the next preceding school census, which tax shall be assessed, levied and collected at the same time and in the same manner in which other taxes are assessed, levied and collected; but if the moneys received by the school districts in any township from the tax imposed by this section shall not be sufficient to maintain free schools for at least nine months in each year, then the inhabitants thereof may raise by township tax such additional amount as they may need for that purpose in the same manner as such taxes have heretofore been raised.

2. That section eighty-one of said act be and the same is hereby amended so as to read as follows:

81. That it shall be the duty of the county superintendent of each county to apportion annually to the districts and cities of his county the State school moneys, together with the interest of the surplus revenue belonging to said county, and such other moneys as may be raised for school purposes, upon the basis of the last published school census; provided, that all children residing in fractional districts, situated in two or more adjoining townships, shall be included in the census of that township in which the fraction containing the school-house is situated; and provided also, that no district shall receive less than two hundred and seventy-five dollars, and that districts with forty-five children or more shall not receive less than three hundred and seventy-five dollars.

Approved March 20, 1888. Chapt. 132.

A further supplement to an act entitled "An act to encourage the establishment of mutual loan, homestead and building associations," approved February twenty-eighth, one thousand eight hundred and forty-nine.

WHEREAS, Doubts have arisen as to the legal right of associations formed or incorporated under or by virtue of the above-mentioned act and the several supplements thereto, to issue new or a series of shares under their original acts of incorporation; and whereas, a number of said associations have issued new or a series of shares, believing that they had a legal right so to do; now, in order to remove all doubts on the subject, and to legalize the same and the issuing of certificates of stock therefor, and to hereafter authorize the forming of such new series,

1. Be it enacted, That all new or series of shares heretofore issued by any association formed or incorporated under and by virtue of the act to which this is a supplement, and the several supplements thereto, be and the same are hereby confirmed and made valid both in law and in equity, notwithstanding the issue of said new series may have increased the number of shares of said association beyond the limit fixed in its certificate of incorporation.

2. That the board of directors of all associations heretofore incorporated or which may be hereafter incorporated under and by virtue of the above-named act and the several supplements thereto, are hereby empowered to authorize the formation of a new or a series of shares upon the same terms and conditions the original shares of stock were issued, whenever at least one hundred shares shall have been subscribed, and to issue certificates of stock for the shares taken in said new series, notwithstanding the issue of said new series may increase the number of shares of said association beyond the limit fixed in its certificate of incorporation.

3. That whenever a new series has been or shall be formed under this supplement, the relative value of the shares of the respective series shall be kept separate and distinct, and the value thereof reported in an annual statement to the shareholders.

Approved February 14, 1888. Chapt. 24.

An act for the incorporation of associations to encourage the purchase of homes and to facilitate the payment therefor.

1. That any number of persons not less than seven may associate themselves together for the purpose of enabling occupants of lands and other persons, to purchase the land or to borrow money thereon of said association by mortgage or otherwise, on the terms and conditions and subject to the liabilities prescribed in this act; the aggregate amount of the capital stock of any such company shall not be less than one hundred thousand dollars, the whole amount of which as fixed, shall be subscribed for, and fifty per centum thereof actually paid in, before such company shall commence business.

2. That the persons so associating shall, under their hands and seals, make a certificate which shall specify the following matters:

I. The name they have assumed to designate such company, and to be used in its business and dealings;

II. The amount of the capital stock as fixed by them, and the number and par value of the shares;

III. The names and residences of the shareholders, and the number of shares held by each;

IV. The period at which said company shall commence and terminate; which certificate shall be acknowledged or proved as required of deeds of real estate, and recorded in the office of the Secretary of State, and upon being so recorded said association shall be a body corporate, entitled to all the rights and privileges, and subject to all the liabilities as such under the laws of this State; and said certificate or a copy thereof duly certified by said Secretary of State shall be evidence in all courts and places.

3. That any association created under this act shall have full power and lawful authority to lend money and to secure the payment thereof and of interest thereon, in monthly or other periodical installments extending over any number of months that may be agreed upon, giving credit at the end of every year during the existence of a loan, for all payments made and received on account of the principal; and interest shall be chargeable on the amount of such principal remaining unpaid at the beginning of such year at the legal rate per annum, but shall be payable monthly, or at such other periods as may be agreed on, and no interest received from

any borrower by reason of such payments shall be deemed or taken to be usurious; provided, that the excess shall in no case be greater than three-quarters of one per centum per annum.

4. That any association created under this act shall have the further lawful power and authority to undertake, for a consideration and upon terms to be agreed upon by the parties, to cancel the indebtedness of the borrower and to surrender all evidence thereof in case the borrower shall die before he or she shall have paid his or her indebtedness in full; provided, that the installment of principal that would have fallen due next after the day of the death of the borrower, and all other charges due, by agreement, between the parties, shall be first paid in full to the lender by the personal representatives of the decedent.

5. That the business of said association shall be conducted by a board of directors of not less than seven in number, who shall be stockholders, and shall be elected annually, at a stockholders' meeting to be provided for in the by-laws of the association, and the board of directors shall elect from their number a president, and shall provide for the election and appointment of such other officers and agents as may be necessary.

Approved March 23, 1888. Chapt. 181.

An act to amend section four of the act entitled "An act to secure to workmen the payment of wages in lawful money," approved March twelfth, one thousand eight hundred and eighty.*

1. That section four of the act entitled "An act to secure to workmen the payment of wages in lawful money," approved March twelfth, one thousand eight hundred and eighty, be and the same is hereby amended so that the same shall read as follows:

4. That any glass manufacturer, ironmaster, foundryman, collier, factoryman, employer or company offending against the provisions of this act, shall be guilty of a misdemeanor and punishable by a fine of not less than ten dollars or more than one hundred dollars for each and every offense, or imprisonment not to exceed the term of thirty days, at the discretion of the court.

Approved March 13, 1888. Chapt. 129.

A supplement to an act entitled "An act to secure to mechanics and others payment for their labor and materials in erecting any building" [Revision], approved March twenty-seventh, one thousand eight hundred and seventy-four.

1. That section thirteen of the above act be and the same is hereby amended so as to read as follows:

13. That no debt shall be a lien by virtue of this act, unless a claim is filed, as

*See Eight Annual Bureau report, page 367, for this act, which provides "that it shall not be lawful for any glass manufacturer, ironmaster, foundryman, collier, factoryman, employer, cranberry-grower or his agent or company, their agents or clerks, to pay the wages of workmen or employes by them employed, in either store goods, merchandise, printed, written, verbal orders or due bills of any kind."

hereinbefore provided, within one year from the furnishing the materials or performing the labor for which such debt is due, and such part of any claim filed as may be for work or materials furnished more than one year before the filing of the same, shall not be recovered against the building or land by virtue of this act, nor shall any lien be enforced by virtue of this act unless the summons in the suit for that purpose shall be issued within one year from the date of the last work done or materials furnished in such claim; and the time issuing such summons shall be indorsed on the claim by the clerk, upon the sealing thereof; and if no such entry be made within one year from such last date, or if such claimant shall fail to prosecute his claim diligently within three years from the date of the issuing of such summons, such lien shall be discharged; provided, that the time in which such lien may be enforced by summons may be extended for any further period not exceeding one year, by a written agreement for that purpose, signed by said land owner and such claimant, and annexed to said claim on file before such time herein limited therefor shall have expired, in which case the county clerk shall enter the word "extended," on the margin of the lien docket opposite such claim; and any claimant, upon receiving written notice from the owner of the land or buildings, requiring him to commence suit on such claim within thirty days from the receipt of such notice, shall only enforce such lien by suit to be commenced within said thirty days.

Approved April 16, 1888. Chapt. 285.

An act in relation to the lien of dyers upon goods in their possession.

1. That all persons or corporations engaged in the business of dyeing any cotton, woolen or silk yarns or goods shall be entitled to a lien upon the property of others which may have come into their possession for the purpose of being dyed, for the amount of any account that may be due them from the owners of such yarns or goods by reason of work and labor performed and materials furnished in and about the dyeing of the same or other goods of such owner or owners.

2. That such lien shall not be waived, merged or impaired by the recovery of any judgment for the moneys due for such work, labor or materials, and such lien may be enforced by levy and sale under execution upon such judgment.

Approved March 23, 1888. Chapt. 175.

Supplement to an entitled "An act to provide for the better security of life and limb in case of fire in hotels and other buildings," approved March seventeenth, one thousand eight hundred and eighty-two.

1. That all persons owning, leasing or in any manner having charge or control of any hotel or boarding house, or any public school, or other public building, factory, manufactory or work shop of any kind, or any other building (in which guests, students, employes or operatives, or any persons whatsoever, to the number of thirty or more are accommodated, or are steadily or casually at work or do congregate), when any such buildings are three or more stories in height (or any dwelling-house three or more stories in height, occupied by, or built to be occupied by, three or more families above the first story), said owners or lesees, or other person having

charge or control of said buildings, shall provide all such buildings with a permanent and safe external means of escape therefrom, which shall be so arranged that in case of fire the ground can be readily reached by the persons occupying the third and higher floors.

2. That it shall be the duty of the fire inspector or superintendent of buildings of any city, town, borough or township in this state, or of any common council, board of aldermen or other governing board of any city, town, borough or township of this state, by whatever name such authorities may be known, in case there is no fire inspector or superintendent of buildings in such city, town, borough or township, to designate the number of, and the kind and manner of the erection of such external fire escapes to or upon any of said buildings, and shall give notice in writing to the owner or lessee, or the person having charge or control of any such building, setting forth in said notice the number and kind of, and the manner in which said external fire escape or escapes is or are to be erected, as required by said fire inspector or superintendent of buildings, or by ordinance of said municipal authorities, or by resolution of any of said governing boards.

3. That any violation of this act, or neglect to comply with such notice to put up said fire escape or escapes within ninety days after said notice is received, shall be deemed a midemeanor; and any person convicted thereof shall be liable to a fine not exceeding three hundred dollars, in the discretion of the court; and any person or corporation failing to comply with the provisions of this act shall be liable in an action for damages in case of death or personal injuries sustained because of the absence or disrepair of such fire escape, or in case of fire breaking out in any building upon which there shall be no such efficient fire escape; and such action may be maintained by any person now authorizod by law to sue, as in other cases of similar injuries.

4. That all acts and parts of acts inconsistent herewith be and the same are hereby repealed.

Approved March 22, 1888. Chapt. 149.

Supplement to an act entitled "An act to protect the health of boys and girls and secure to parents the control of their children," approved March tenth, one thousand eight hundred and eighty.

1. That the first section of the act to which this is a supplement be amended so as to read as follows:

1. That no vinous, spirituous or other alcoholic liquors, and no ale, strong beer, lager, porter or other malt liquors shall be sold or given, in great or small quantities, to any boy or girl under the age of eighteen years, by any wholesale or retail liquor dealer, any tavern-keeper, saloon-keeper or other dealer in such alcoholic or malt liquors, their servants or agents.

2. That the second section of the act to which this is a supplement shall be amended so that the same shall read as follows:

2. That no saloon-keeper, tavern-keeper or other dealer in alcoholic or malt liquors shall permit any boy or girl under the age of eighteen years to lounge in or frequent the rooms or places where such liquors are kept or sold.

Approved March 26, 1888. Chapt. 196.

A supplement to an act entitled "An act regulating lettings in cases where no definite term is fixed," approved April fourteenth, one thousand eight hundred and eighty-four.

1. That the act entitled "An regulating lettings in cases where no definite term is fixed," approved April fourteenth, one thousand eight hundred and eighty-four, be and the same is hereby amended so as to read as follows:

That in any letting where no term is agreed upon and the rent is payable monthly, so long as the tenant pays the rent as agreed, it shall be unlawful for the landlord to dispossess the tenant before the first day of April succeeding the commencement of such letting, without giving the tenant three months' notice in writing to quit; provided, however, that in case any such tenant shall be so disorderly as to destroy the peace and quiet of the other tenants living in said house or the neighborhood, or shall willfully destroy, damage or injure the premises, or shall constantly violate the said landlord's rules and regulations governing said premises, and a copy of which regulations said landlord has caused to be conspicuously posted on said premises; in any such case the said landlord may cause a written notice of the termination of such tenancy to be served upon said tenant and a demand that said tenant remove from the premises so occupied by him within three days from the services of such notice, and in case said tenant shall not so remove, it shall be lawful for said landlord or his agent, after the expiration of said three days, to make and file with any justice of the peace, an affidavit setting forth either or any of the causes for removal above set forth and of the service of such notice, and thereupon it shall be lawful for such justice to issue his summons in ejectment such as now provided under the act entitled "An act concerning landlords and tenants," for the summary removal of tenants hold ing over after the expiration of his or her term, and on proof before said justice, on the return of said summons, of any one of the causes for removal aforesaid, it shall be lawful for said justice to give judgment for said landlord and issue his warrant for such removal and take such other proceedings as is now provided by law for summary removal of tenants.

Approved April 16, 1888. Chapt. 287.

Supplement to an act entitled "An act concerning landlords and tenants," approved March twenty-seventh, one thousand eight hundred and seventy-four.

1. That section fifteen of the said act as amended by act entitled "Supplement to the act entitled 'An act concerning landlords and tenants,'" approved March twenty-seventh, one thousand eight hundred and seventy-four, which said supplement was approved April fifth, one thousand eight hundred and seventy-six, be amended so as to read as follows:

15. That the summons shall be served in the manner prescribed by the act constituting courts for the trial of small causes, except in cases where the tenant or other person in occupation or possession denies admission to the dwelling or other building occupied by, or in the possession of, such tenant or other person to the officer attempting to serve such summons, or should such tenant reside out of the county in which the demised premises are located, and there is no person in occupation or

possession thereof, then it shall be lawful service of such summons if the said officer affix a copy of such summons to the door of said dwelling or other building, or at any conspicuous place on said premises if there be no building thereon; and provided further, in case the tenant shall not be a resident of the county in which said demised premises are situated, and the same are in the occupation of any other person, then said summons may be served either personally upon such person, or by leaving the same with a member of the family above the age of fourteen years.

Approved April 23, 1888. Chapt. 308.

An act to amend an act entitled "An act to encourage the establishment of public libraries in any town or municipality in this state, and to provide for taking care of and perpetuating the same," approved March first, one thousand eight hundred and eighty-two.

1. That section one of the act entitled "An act to encourage the establishment of public libraries in any town or municipality in this state, and to provide for taking care of and perpetuating the same," approved March first, one thousand eight hundred and eighty-two, be and the same is hereby amended so that the same shall read as follows:

1. That when any person or number of persons shall have heretofore or hereafter subscribe any amount of money, not less than one thousand dollars, for the purposes of a public library in any town or municipality in this state, and shall, by deed acknowledged in due form of law, appoint certain persons as trustees, not less than ten in number, to use and administer said trust or gift for the benefit of a public library, and shall, by said deed, provide that the said trustees may, for the proper management of any such library and taking care of and perpetuating the same, fill any vacancies in their own number; such trustees shall, upon the recording of any such deed in the office of the clerk of any county where the said library is located, and in the office of the secretary of state, be and become a body politic and corporate in law, without capital stock, with such corporate name as may be provided for in any such deed of trust appointing said trustees.

Approved February 21, 1888. Chapt. 51.

A supplement to an act entitled "An act to authorize the establishment of a free public library in the cities of this state," passed April first, one thousand eight hundred and eighty-four.

1. That it shall and may be lawful for the legislative body of any city of this state to submit the question of the adoption of the provisions of the act to which this is a supplement, to a vote of the people of such city, either at the time fixed by law for the election of municipal officers, or at a special election to beheld for that purpose, in the same manner provided for in the act to which this is a supplement, and to provide for the holding of such an election, and canvass the returns thereof, in the manner directed by said act, notwithstanding the fact that such city may, at an election heretofore held, have voted against the adoption, for said city, of the provisions of the said original act; and in case of the adoption of the provisions of said act a library

shall be established in such city in the same manner that it would have been established had the said act been adopted at a former election.

Approved April 2, 1888. Chapt. 261.

An act to provide for the incorporation of library associations.

1. That any three or more persons of full age, who shall desire to associate themselves together for the purpose of establishing, owning and managing public libraries, may make, record and file a certificate in writing in manner hereinafter mentioned.

2. That such certificate shall be made and signed by the persons forming such association, and shall set forth:

I. The name or title assumed to designate such corporation, and to be used in its business and dealings;

II. The place or places in this state where the said library or libraries are to be located;

III. The names and residences of the persons signing such certificate; which certificate shall be acknowledged or proved as conveyances of land are required to be acknowledged or proved, and after being recorded in the office of the clerk of the county in which said library or libraries are to be located, shall be filed in the office of the secretary of state, and a copy thereof duly certified by said secretary shall be evidence in all courts and places.

3. That upon making such certificate and causing the same to be filed as aforesaid, the said persons so associating, their successors and assigns shall be, from the time of the filing such certificate, incorporated into an association by the name mentioned in such certificate, and be governed by the provisions of this act.

4. That such associations shall have power:

I. To acquire by lease or purchase, suitable buildings, libraries and furniture for the uses of such associations; to acquire and take by purchase, gift, devise, bequest or otherwise, and to hold, transfer and convey all or any such real or personal property as may be necessary or desirable for attaining the objects and carrying into effect the purposes of such association;

II. To have perpetual succession by their corporate name;

III. To sue and be sued, in any court of law on equity;

IV. To make and use a common seal, and alter the same at pleasure;

V. To appoint such officers or agents as the purposes of such association shall require, and to allow them a reasonable compensation;

VI. To make and adopt constitutions, by-laws, rules and regulations not inconsistent with the constitution of the laws of the United States or this state.

5. That any vacancy in the board of directors or among the officers of any such association, shall be filled in such manner as the by-laws shall direct.

Approved April 23, 1888. Chapt. 301.

An act to enable cities to purchase lands for public parks or squares, and improve the same, and to issue bonds for the cost of such purchase and improvement.

1. That it shall and may be lawful for any city in this state in which any unimprov-

ed meadow land shall lie, its mayor and council or board of aldermen, by ordinance duly approved by the mayor, to purchase a plot of land in such city not to exceed five hundred lineal feet in depth by three hundred lineal feet in width; provided, that the cost of such purchase shall not exceed twelve thousand dollars, and to lay out and maintain the said plot for use as a public square or park.

2. That for the purpose of raising the said sum of twelve thousand dollars the said the mayor and council or board of aldermen of said city shall have power to issue bonds under the corporate seal of said city and the signature of said mayor, in such sums and payable at such time as said mayor and council or board of aldermen may deem proper, bearing interest not to exceed the legal rate, payable semi-annually with coupons attached and pledging the credit and property of said city for the payment of the same, which bonds may be sold or assigned by said mayor and council or board of aldermen; provided, that no bonds shall be sold for less than par value, and that said bonds shall be redeemable at a period not less than twenty years.

3. That for the purpose of providing for the said bonds and interest the mayor and council or board of aldermen shall have power and authority to provide by taxation a sum of money to pay and discharge the principal and interest of said bonds whenever the same shall become due and payable; provided, that not less than two thousand dollars of the principal of said bonds shall be made redeemable in any one year.

Approved Feb. 14, 1888. Chapt. 21.

An act to encourage the formation of associations for the improvement of public grounds in any city, town, township or borough in this state.

1. That any number of persons, not less than five, may form an association for the purpose of improving, decorating, beautifying and adorning or dedicating to public use any squares, parks or other grounds in any city, town, township or borough of this state.

2. That such persons, desirous of forming an associatlon for such purpose, shall make, sign and acknowledge before some person authorized to take acknowledgments of deeds for lands in this state, a certificate in writing, which certificate shall state the following particulars, namely:

I. The names and residences of the persons making the certificate;

II. The corporate name adopted by them;

III. The term of its existence, which shall not be more than fifty years;

IV. The general purpose of the association;

V. The name of the city, town, township or borough in which improvements are proposed to be made;

VI. The number of directors, not less than three, and the names and residences of those who shall manage the affairs of the association for the first year, or until their successors are elected and qualified; which said certificate shall be filed in the office of the secretary of state, together with the consent in writing of the corporate authorities of said city, town, township or borough.

3. That when such certificate and consent shall have been filed as aforesaid, the persons who shall have signed and acknowledged it, and their successors, shall be a body politic and corporate, without capital stock, by the name specified in said certificate, with power to adopt and use a corporate seal, to sue and be sued, to pur-

chase, take, have, hold, receive and enjoy any lands, tenements or hereditaments in fee simple or otherwise, and any goods, chattels or property of any description, real or personal, whether acquired by gift, grant, devise, bequest or otherwise, and to grant, convey, lease, assign, sell or otherwise dispose of the same for the purposes of said association, and to receive and enjoy the rents, issues and profits thereof, and expend the same without limitation or restriction; provided, however, that such association shall not have the power to grant, sell or convey, or convert to other than public use, any lands which have been in use by the public of any such city, town, township or borough as public squares, parks or places of public resort, without the authorization of the city or town council, township committee or borough commission.

4. That such association shall have power to make by-laws and regulations for its government, direction and management, elect officers and directors, and make such rules and regulations concerning the use by the public of such lands owned by it for public parks, squares, et cetera, as shall be necessary to preserve the shrubbery, improvements and grounds generally as places of free public resort and recreation forever.

5. That any city, town, township or borough as aforesaid, in which any such association shall be organized, may convey to said association any lands which the said city, town, township or borough now hold for the purpose aforesaid, to be used as places of public enjoyment; provided, that no such conveyance shall be made until it shall have been approved by a majority of all the legal voters of said city, town, township or borough entitled to vote for city, town, township or borough authorities, at a special election to be held for that purpose.

6. That no dividend shall be declared by any such association upon any condition or pretence, and that no member of said association other than the regular officers thereof shall receive in any manner any money, emolument or dividend from the funds of said association, except in payment for services actually rendered.

7. That upon the dissolution of the said association in any manner whatever, all the property of which it shall be seized, whether real or personal, and all the income to which it shall be entitled, shall revert to and become vested in the said city town, township or borough in which said association was formed, for the same estate, as the said association held in perpetual trust for the uses and purposes for which it was held by said association.

Approved April 23, 1888. Chapt. 314.

An act to authorize and enable counties in this state to acquire and improve lands for public parks, and to maintain and regulate the same.

WHEREAS, In densely populated districts, it is desirable in the interest of public health and for the general welfare that public parks should be established and maintained for the use and recreation of the inhabitants; therefore,

1. That when two hundred or more persons, being freeholders and owners of lands in any county, and any incorporated company or companies of this state owning lands in such county, the aggregate assessed value of which lands so owned by said persons and corporation or corporations, is at least two millions of dollars, shall think a public park or public parks in such county necessary for the preservation of public health, and for the general welfare, it shall be lawful for the said persons to make

application in writing to the circuit court of the said county, in open court, having given previous notice for at least ten days of such intended application, and also of the day on which such application is intended to be made, under the hands of at least ten of said applicants, and set up at five public places in such county, and also published in at least two newspapers published and circulating in such county, and the said court, when applied to as aforesaid, on due proof being made that the said petition has been signed and that the advertisements have been set up and published according to law, on which the judgment of said court shall be final and conclusive, is hereby authorized and required to nominate and appoint five judicious and reputable freeholders, residents of such county, who shall constitute a board of commissioners, to be known by the name of park commissioners of the county in and for which such commissioners shall be appointed; provided, nevertheless, that if the judge of said court shall not be present at the time and place for which notice of said application shall have been given, the matter shall be continued of course, until the next court day, when such judge shall be present; and provided further, that said court may, by order entered in the minutes of said court, adjourn the said matter from time to time, not exceeding in the whole a period of sixty days and may cause such further public notice to be given as the judge of said court may deem expedient before appointing such commissioners.

2. That the commissioners so appointed shall hold office for one, two, three, four and five years, respectively, and that the judge of said circuit court shall designate the term of service for each of said commissioners; and thereafter, whenever a vacancy occurs in said board by reason of expiration of term of any of said commissioners, the said circuit court shall fill such vacancy by appointing a person duly qualified as aforesaid for a term of five years; nothing herein contained shall be construed to prevent the re-appointment of any person to said office of park commissioner.

3. That if a vacancy occurs in said board from any cause other than expiration of term of office, the said court shall fill such vacancy, and the person appointed to fill such vacancy shall be appointed and hold office for the unexpired term only.

4. That said park commissioners shall receive no compensation for their services, except the commissioners acting as treasurer and as secretary, who may receive such reasonable compensation as the other members of said board of park commissioners may designate; but all actual expenses incurred by them in the performance and discharge of their duties shall be refunded to them, respectively, by the county; that each of the persons so appointed shall, before entering upon the duties of said office, make oath before an officer of this state duly authorized to administer oaths, that he will faithfully, honestly and impartially, in the interest of the public and of the people of the county at large, perform the duties of park commissioner in and for said county, which oath shall be filed in the office of the clerk of such county.

5. That it shall be lawful for the attorney-general, at the relation of any freeholder of such county, to file a complaint in the circuit court of such county against any or all of said park commissioners, charging them, or either of them, with neglect of duty, incompetency or misconduct in office, and thereupon the said circuit court shall have jurisdiction in the premises, and may order the person or persons complained against to appear on a certain day and answer such complaint, which order shall be served in such manner as the judge of said court shall direct, at least two days before the return day thereof, and thereupon the said court shall proceed to hear and deter-

mine the said matter in a summary manner, and the person or persons adjudged guilty by said court shall be forthwith removed from said office of park commissioner.

6. That said park commissioners shall appoint from their own number a president, a secretary and a treasurer; the treasurer, before entering upon the duties of his office, shall give bond to the county in its corporate name in such sum as may be fixed and determined by resolution of the board of chosen freeholders, with sufficient sureties, conditioned for the due and faithful performance of the duties of said office of treasurer of said board, which bond shall be approved by the judge of the circuit court of such county and filed in the county clerk's office.

7. That it shall be the dutv of said park commissioners to select suitable sites for one or more public parks in their county; to ascertain from the owners of the lands so selected the price or prices at which the same can be purchased; to cause such lands to be surveyed, and careful estimates to be made by competent persons of the probable cost of improving such lands and making the same fit and serviceable for public park purposes; and also the probable annual expense of maintaining and keeping the same in order; and thereupon they shall make a report in writing, describing the location of the site or sites selected, the extent of each in acres, the price or prices for which the same may be purchased, the estimated probable expense of improving the same, and also the estimated annual expense of maintaining and keeping the same in order, which report shall be filed in the office of the clerk of the county in and for which said commissioners were appointed; they shall also cause a copy of said report to be published in at least five newspapers published and circulating in said county, at least once a week for three weeks successively; they shall also appoint a time and place when and where they will meet, and in connection with said report publish notices of such proposed meeting, at which meeting all persons who are taxpayers in said county and in said matter may appear and shall have a right to be heard before said commisssoners, and said commissioners shall make at least two adjournments of said meeting for intervals of at least two weeks, and give public notice of said adjourned meetings, which notices shall be published in the same newspapers in which the original notice shall have been published, at which adjourned meetings all taxpayers of the county so desiring may be heard in regard to said matter, and at such meetings the said commissioners, or one of them, shall preside, and they shall have power to make and enforce all reasonable rules for the orderly conduct of such meetings.

8. That after such meetings shall have been held, and taxpayers interested have been heard, the said commissioners shall have the power, if they, or a majority of them deem it advisable so to do, from time to time, to enter into an agreement or agreements, in the corporate name of the county, by and with the consent of the board of chosen freeholders of said county, for the purchase of one or more of the sites so selected, and said commissioners shall have power to improve the same for park purposes, and to that end to employ engineers, gardeners, mechanics, laborers, policemen and other necessary servants; and to make reasonable and proper rules and regulations for the use and enjoyment of the same by the public as a place or places for recreation; provided, nevertheless, that the cost of acquiring said lands and of converting the same into one or more public parks, with all necessary improvements thereon, shall, in the aggregate, not exceed one per centum of the assessed valuc of all the property, real and personal, in said county, liable to taxation for

county purposes; and provided further, the entire annual expense of keeping in order, regulating and maintaining said park or parks, including the annual interest on bonds to be issued for the cost of such park or parks and the improvement thereof, as hereinafter provided, shall not exceed one mill on the dollar of the assessed value of all property, real and personal, in said county liable to taxation for county purposes.

9. That for the purpose of providing funds for the purchase of such lands and the improvement thereof as aforesaid, the said park commissioners shall, from time to time, make written requisition on the board of chosen freeholders of the county for the amount required, and thereupon it shall be the duty of the board of chosen freeholders to issue bonds of the denomination of one thousand dollars each, payable in thirty years from the date thereof, to be known as county park bonds of such county, but the aggregate amount of such bonds shall never exceed one per centum of the assessed value of all taxable property, real and personal, in such county, which bonds shall bear interest at a rate not exceeding four per centum per annum, payable semi-annually, and may be registered or coupon bonds; they shall be advertised for sale by notices published in at least five newspapers circulating in said county, and sold to the highest bidder, but for not less than the par value thereof; the said bonds shall be sealed with the seal of the county, signed by the director of the board of chosen freeholders and countersigned by the county collector and also by the president of the board of park commissioners, and attested by the clerk of the board of chosen freeholders; they shall be numbered consecutively, and the number and disposition made of each bond shall be recorded by the clerk of the board of chosen freeholders in a book to be provided for that purpose and kept in said clerk's office. or council of such city, town, township or borough, signified by their directing the proper officers of said city, town, township or borough to join in the execution of such deed; and provided, also, that any such conveyance shall be authorized by at least three-fourths of all the resident members entitled to vote at any annual election.

10. That all moneys received by the county collector from the sale of such bonds shall be paid over to the treasurer of the board of park commissioners, who shall safely keep the same until paid out on warrants ordered by a vote of a majority of said park commissioners, signed by the president and attested by the clerk of said board, and each warrant shall state on the face thereof the purpose to which the money therein specified is applied.

11. That said park commissioners shall make and publish an annual report of all moneys received and paid out by them, specifying in detail to whom and for what purpose they were paid.

12. That for the purpose of keeping in order and maintaining said park or parks, and to pay the interest on park bonds issued as aforesaid, the board of chosen freeholders shall annually appropriate sufficient sums for such purposes, which sums so appropriated shall be designated county park tax, and raised, levied and collected in the same manner as moneys for other county purposes are raised, levied and collected, and all moneys raised for the purpose of keeping in order and maintaining said park or parks shall, as soon as collected, be paid to the treasurer of the board of park commissioners, to be used by said commissioners for the purposes for which they were raised, and such moneys shall not be used for any other purpose; provided, said county park tax shall not exceed one mill on the dollar of the entire assessed value of all taxable property in such county.

13. That all moneys realized from the sale of bonds issued under the provisions of this act shall be used by said park commissioners for the purchase of lands for park purposes, and for converting them into parks in the manner and to the extent authorized by this act, and such moneys shall be used for no other purpose whatever.

14. That in case commissioners shall be appointed in any county or counties under this act, the preliminary expenses incurred by such commissioners in selecting sites, making surveys and estimates, publishing notices and holding meetings, as required by the provisions of this act, shall be paid by the board of chosen freeholders, the same having been duly certified by the president of said board of park commissioners; provided, such expenses in the aggregate shall not exceed the sum of two thousand dollars.

15. That the bonds issued under the provisions of this act shall be redeemed in the following manner; that is to say, at and after the expiration of ten years from the date of said bonds the board of chosen freeholders shall make an appropriation over and above the sums appropriated for the care and maintenance of said park or parks, and for the payment of the annual interest on said bonds, a sum sufficient to pay one per centum of the principal of said bonds; provided, the entire amount appropriated for park purposes in any one year shall not exceed one mill on the dollar of the entire assessed value of all the taxable property, real and personal, in such county, which moneys so appropriated shall be raised, assessed, levied and collected in the same manner as other county taxes are raised, assessed, levied and collected; and thereupon the board of chosen freeholders shall give notice that on a certain day they will receive proposals for the purchase of so many of said park bonds as the money so raised will purchase, which notice shall be published for at least thirty days before the day appointed for receiving proposals, in at least five newspapers published or circulating in said county, and thereupon they shall purchase the requisite number of bonds at the lowest price offered; provided, they shall not pay more than five per centum above the par value thereof and the accrued interest thereon; and in case a sufficient number of said bonds shall not be offered at or below the price above specified, the moneys so raised for the redemption of said bonds or the residue thereof, shall not be used for any other purpose, but shall be deposited in some safe deposit company or other institution authorized by law to receive money deposits and to pay interest thereon, which institution to receive such deposit or deposits shall be designated by resolution of the said board of chosen freeholders, and the moneys so deposited and the interest which may accumulate thereon shall so remain on deposit until the same may be used for the purchase of said park bonds at or below the price above specified, or until the principal of said bonds becomes due and payable, and shall be then applied to the purchase or redemption of said bonds.

16. That when the principal of said bonds becomes due and payable, the board of chosen freeholders of said county shall have power to appropriate a sufficient amount of money to redeem such bonds as shall not have been redeemed or provided for as aforesaid, and to cause the same to be raised, assessed, levied and collected the same as other county taxes as assessed, levied and collected, or the said board of chosen freeholders may raise a sufficient sum of money for the purpose aforesaid by issuing other bonds to bear interest at a rate not exceeding four per centum per annum; provided, the same shall not be sold for less than the par value thereof; and provided, that in case such bonds should be issued under this section of this act, the

said board of chosen freeholders shall cause a sufficient sum to be raised by taxation every year thereafter to pay or purchase at least one per centum of the said principal of such bonds, the same to be applied, deposited and used in the same manner as hereinbefore provided for the redemption or purchase of one per centum per annum of the first issue of said bonds.

17. That any park or parks established under the provisions of this act shall be used for public recreation, subject to reasonable rules and regulations, to be prescribed by the park commissioners.

18. That no refreshments of any kind shall be sold or partaken of within said park or parks, except at such place or places and in such manner as said park commissioners shall prescribe, and by such person or persons as shall be designated and permitted to sell refreshments by said park commissioners.

19. That said park or parks shall be closed from sunset in the evening until sunrise in the morning for the use of the public, except on such occasions as the park commissioners may permit.

20. That any person who shall violate any of the rules and regulations hereinbefore prescribed, or any of the rules and regulations to be prescribed by the said park commissioners, shall be deemed guilty of disorderly conduct, and it shall be the duty of every constable, and lawful for any other person, to apprehend, without warrant or process, any person found violating any of the said rules and regulations, and to take him or her before any justice of the peace or police justice of the county; and it shall be the duty of such justice to take the testimony of of witnesses, hear and determine the matter, and if the person charged be found guilty he or she shall be punished for each offense by fine not exceeding twenty dollars, or by imprisonment in the county jail not exceeding ten days, or both, at the discretion of such justice, and all fines collected under the provisions of this act shall be paid over by such justice to the treasurer of the board of park commissioners, to be applied to the maintenance of such park or parks.

21. That no beer, wine, brandy or any other alcoholic or intoxicating liquor shall ever be sold, drunk or partaken of by any person or persons in or upon said park or parks, and any person violating any of the provisions of this section of this act shall be deemed guilty of a misdemeanor, and, on conviction thereof, shall be punished by fine not exceeding one hundred dollars, or by imprisonment not exceeding thirty days, or both.

Approved March 13, 1888. Chapt. 128.

An act concerning unclaimed deposits in savings banks.

1. That all saving banks of this state shall include in their annual reports now required by law a sworn statement containing the name, the amount standing to his her or their credit, the last known place of residence or post-office address and the fact of death, if known, of every depositor who shall not have made a deposit therein or withdrawn therefrom any part of his, her or their deposit or deposits, or any part of the interest thereon, for a period of ten or more years next preceding, when the amount exceeds the sum of fifty dollars; and the officers of such savings bank shall give notice of these deposits in one or more newspapers published in or nearest to

the city or town where such banks are located, at least once a week for three weeks in succession during the month of February for two years.

2. That the secretary of state shall incorporate in his annual report each return which shall have been made to him as provided in section one.

3. That the officers of any savings bank neglecting or refusing to make the sworn return required by section one of this act, shall be guilty of a misdemeanor and liable to a fine not exceeding five hundred dollars.

Approved April 9, 1888. Chapt. 279.

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