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VOL. XI., No. 8. Business Address See page 4 THURSDAY, FEBRUARY 18, 1915. SUBSCRIPTION: 5s. per annum Post Free. Eight Pages ONE PENNY

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TWENTY-FOURTH CONFERENCE OF THE "ALL GRADES"

BUMPER ATTENDANCE OF DELEGATES.

Close Discussion of a Record Business Sheet.

MANY IMPORTANT DECISIONS ARRIVED AT.

The twenty-fourth conference of the great "All Grades" met on Monday morning last at the Head offices of the Association. A very large attendance of delegates assembled, representing every section of Railway and Tramway employee throughout the State, and it was most noticeable that, whilst there were many old faces present, there were many new and young delegates, a very large number of whom were men of outstanding ability, and of whom much should be heard in the future to the benefit of the Association. Generally speaking, the debates were of a very high order, and decisions of a most important character were arrived at with very great expedition. The following is the complete list of the delegates who were present when the roll was called:—

ALL TRADES: E. Yates.
ALBURY: G. Strauss, porter.
ARMIDALE: O. McDermott, ganger.
ARDGLEN: H. Gosden, ganger.
BATHURST: J. Maloney, lifter.
BYROCK: Walter Turnbull, fettler.
COWRA: W. Hogan, guard.
COOTAMUNDRA: James Walsh, fettler.
CULCAIRN: T. M. Green, ganger.
CAR AND WAGON: P. Quartly.
DUBBO: J. Blanning.
EAST GRETA: W. H. Halls.
ESKBANK: J. J. Griffiths, fuelman.
EVELEIGH RUNNING: J. O'Sullivan.
ELECTRIC LIGHT: James Kelly, Sydney.
FUELMEN: A. J. Latimer, fuelman.
GRANVILLE: B. Hines.
GOULBURN: E. Rogers.
GUARDS, SHUNTERS & SIGNALMEN: J. Dickson, guard.
GUNNEDAH: John Bedford, fettler.
HORNSBY: H. Davis.
HARDEN (2): A. Read, guard.
HURSTVILLE: M. A. O'Donnell, fettler.
JUNEE: Edward Le Brereton, foreman examiner.
MAITLAND: J. H. Hopkins, signal section man.
MUDGEE: T. Musgrove, fettler.
MOUNT VICTORIA: D. Clyne, ganger.
MANDURAMA: O. McGrath, ganger.
MOREE: A. S. Tickle, ganger.
NYNGAN: D. Long.
NARRABRI: R. Mitchell.
NARRANDERA: F. J. Thompson, signal fitter.
NEWCASTLE: T. Godfrey, tool storeman; W. Sadler, guard; J. Kenny, machinist; D. Young, machinist.
NEWCASTLE PER. WAY: J. Davis, ganger.
ORANGE: J. McKinney, driver.
PENRITH: W. R. Bailey, storeman.
PARCELS: E. Sparrow, porter.
PICTON: A. W. Higgins, head storeman.
TAMWORTH: E. Fallon, junior goods clerk.
TRANGIE: T. Cowling, ganger.
TAREE: P. F. Landregan, examiner.
POWER HOUSE: J. McDonald, engineman.
DARLING HARBOR: J. Roe, porter; J. Kearney, porter.
QUEANBEYAN: J. Hourigan.
RANDWICK: W. A. [illegible]
REDFERN: W. Sare, porter; Geo. Armstrong, porter.
RANDWICK "ALL TRADES": E. Yates, armature winder.
SINGLETON: T. Eather, gatekeeper.
SYDNEY: W. Armstrong, spark arrestor maker; C. London, assembler; J. F. Munro, studder; A. Proud, annealer.
TEMORA: H. J. Fisher.
TRAM OFFICERS: H. G. Tighe, acting sub-inspector.
TRAM TRAFFIC: A. C. Wallace.
TRAM TRAFFIC (ULTIMO): G. Mulder.
TRAM SIGNALMEN: J. L. Long, tram signalman.
WATERFALL: P. Murphy, ganger.
WERRIS CREEK: George Carruthers, lamp attendant.
WOLLONGONG: N. Smith, signalman.
WYONG: C. C. Chapman, patrol man.
EXECUTIVE OFFICERS: Edmund Lawless, railway booking clerk; E. D. Campbell, ganger; V. G. Kavanagh, engineman; H. Stanley Odell, foreman's clerk; George H. Stokes, belt attendant.

The credentials committee's report was presented and adopted, the reference to the position of the Eveleigh delegate being left over for discussion.

EVELEIGH TROUBLE.

A letter was read from Eveleigh branch secretary, protesting against Mr. O'Sullivan sitting as delegate, withdrawing him by resolution of a special meeting of the branch, and asking that Mr. Estell be accepted.

The facts, as explained by the General Secretary, were that Mr. Estell was proposed by an unfinancial member, and the Executive had decided that the procedure was illegal, and Mr. O'Sullivan was the only candidate eligible. It was later shown that the proposer was only a month overdue in his subscriptions, and although this was a fine point, the only action the Executive could take was to declare Mr. O'Sullivan elected as delegate.

Mr. Davis (Hornsby) said Eveleigh branch had asked that Hornsby branch delegate should take charge of Eveleigh branch resolutions, and they acceded, understanding that Eveleigh had withdrawn their delegate.

Mr. Godfrey (Newcastle) moved that the Executive action be endorsed.

Mr. Smith (Wollongong) thought Mr. O'Sullivan might, in the interests of the Association, have withdrawn and saved any trouble.

Mr. O'Sullivan said the facts were that the men opposing him had not attended two meetings during the past two years, but had simply packed a meeting to defeat him. He had worked for the Eveleigh branch for years, and when there was any honor they desired to shoulder him out.

Mr. Armstrong (Sydney) thought the Executive decision should be indorsed, and Mr. Long supported this attitude, and the resolution that the Executive action be endorsed was then carried.

Mr. London was appointed timekeeper, and the standing orders as published in the "Co-operator" were adopted.

PAPER SELLERS' STRIKE.

On the motion of J. W. Roe (Darling Harbour), a resolution of sympathy with the paper sellers, who were on strike against the "Sun" and "Evening News," was passed unanimously. Mr. Roe pointed out that the sellers had been out on strike for seven weeks. The cause of the strike was because the two proprietaries had put up the price of their paper from fourteen for 8d. to twelve for 9d., thus making it much more difficult for the sellers to make a living. The resolution embodied a suggestion that the members of the Conference refrain from buying the papers, and also refrain from giving them any press reports.

AN INJUSTICE VENTILATED.

Mr. Godfrey (Newcastle) brought up the case of a railway employee at Newcastle who had been suspended, pending his trial at the local court, on a charge of having goods in his possession reasonably supposed to have been stolen. The man was out on bail, and it was contended that until found guilty, the man should be regarded as innocent, and not suffer the loss of his employment. It was decided to instruct the Executive to take the matter up at once, and approach the Chief Commissioner.

PRESIDENT'S ADDRESS.

The President (Mr. E. D. Campbell) then presented his annual address, which was considered, and adopted on the voices. Mr. Campbell said:—

Twelve months have passed since I had the pleasure of addressing you as delegates to the twenty-third Annual Conference of our grand Association. In that twelve months, short as it is, a great deal has happened in the making of memorable history for the Association. When last I spoke to you as President, we

(Continued on page 5.)

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I WILL MAKE YOU AN UPPER OR LOWER SET OF TEETH FOR ONE GUINEA, AND GUARANTEE THEM TO GIVE YOU JUST AS LONG AND SATISFACTORY SERVICE AS MOST THREE GUINEA SETS.
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N.S.W. DIVISION OF THE

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TELEPHONES: H.O., Redfern, 555. Co-op., City 3641. **NEWSPAPER:** "The Co-operator."

PRESIDENT: F. D. CAMPBELL (Railway Per. Way).

Vice-Presidents:

J. McDONALD (Ultimo Power House), V. KAVANAGH (Ultimo Power House).

Executive Officers:

M. A. O'DONNELL (Rly. Per. Way), G. H. STOKES (Mechanical), H. ODELL (Foreman's Clerk).

TREASURER: E. LAWLESS (Booking Clerk).

GENERAL SECRETARY: CLAUDE THOMPSON.

Trustees: M. A. O'DONNELL, V. G. KAVANAGH, G. ARMSTRONG.

COUNCIL:

LOCO. RUNNING — H. DAVIS. J. O'SULLIVAN (Fitters' Assistant, Eveleigh). A. T. SIM (Fitters' Assistant, Eveleigh).

LOCO. MECHANICAL. — A. E. BOYS. J. HARFORD (Signalling Department). A. HARDY (Signalling Department).

RAILWAY PER. WAY. — C. GIDDEY (Clyde Works). J. EYRES (Fettler, Marrickville).

SALARIED OFFICERS.—T. F. SEAGE (Railway Stationmaster), R. LARSEN (Goods Clerk, Darling Harbor), G. STOKES.

RAILWAY TRAFFIC. — E. AHERN. E. DAVIDSON (Porter, Central Station). G. ARMSTRONG (Sydney Station).

TRAMWAY TRAFFIC. — J. L. LONG (Tram Signalman). G. MULDER (Driver). D. FORD.

TRAMS OTHERWISE. — F. S. NEWTON. A. E. VORE. W. HARTILL-LAW (Lineman, Ultimo).

Local Secretaries will kindly furnish time and place of meetings, and notify any errors appearing with respect to table below.

BRANCH.	SECRETARY.	ADDRESS.	PLACE OF MEETING.
Albury	J. James, Hovell-st., Albury		Meetings as summoned.
Armidale	O. McDermott, R'lway Stn., Armidale		Caledonian Hotel, Armidale, 1st Sat. month.
Ardglen	G. Jansen, R'lway Quarries, Ardglen		
Botany-rd. Siding	F. Newton, 69 Day-st., Leichhardt		Railway Inst., 1st Wed.
Blackheath	Jas. Rook, Bell-rd., Mt. Victoria		Railway Stn., Mt. Victoria, 2nd Saturday.
Byrock	W. Turnbull, Railway Dept., Byrock		
Bathurst	T. Thomas, 282 Piper-st., Bathurst		Masonic Hall, 1st Wed.
Culcairn	Thos. Egan, Culcairn		Railway Stn., last Tues.
Cootamundra	R. Murray, Post Office, Cootamundra		Lodire Room, Town Hall, Last Saturday.
Cowra	W. Adam, Railway Station, Cowra		As summoned.
Darling Harbor	Leslie J. Kerr, 9 Shepherd-st., R'df'rn		Head Office, 1st Saturday.
Dubbo	J. Blanning, Macquarie-st., Dubbo		Rawden's Rooms, 2nd Wednesday, 7.30 p.m.
Eveleigh	J. O'Sullivan, 141 Wilson-st., Redfern		Head Office, 2nd Wed.
Erskineville	A. Lane, 34 Rawson-st., Newtown		Railway Inst., 2nd Wed.
Eskbank	L. W. Raines, Hassans, Walls-road, Lithgow		
Fuelmen	R. J. Latimer, 68a High-st., City		Trades Hall, 1st Tues.
Goulburn	G. Warrington, Bradley-st., Goulburn		Oddfellows' Hall, 2nd Sat.
Granville	B. Hines, Bennalong-st., Granville		Com. Hotel, 2nd Thurs. Town Hall, 2nd Thurs.
Guards, Shunters, and Signalmen	J. Dickson, 20 Linthorpe-st., Newtown		Head Office, Altern. Sun.
Gunnedah	J. Bedford, Railway Stn., Gunnedah		Railway Station, 1st Sat.
Hurstville	M. A. O'Donnell, Pitt-st., Mortdale		Coun. Chamb., 2nd Sat.
Harden (1)	J. Carney, P.O., Aurvil, via Harden		Mechanics' In., 2nd Wed.
Harden (2)	J. H. White, c/o Mr. McAulay, Albury-st., Harden		
Hornsby	N. Scouller, Albert-st., Hornsby		School of Arts, 1st Wed.
Railway Signals	G. H. Stokes, Allen-st., Granville		Head Office, 3rd Thurs.
Inverell	J. Forde, Byron Siding, Inverell		W. Tamworth, R.A., 1st Sunday after pay-day.
Junee	W. Nicholls, Illabo-rd., Junee		St. Luke's Hall, Junee, 2nd Saturday.
Kiama	W. Walker, 5 Devonshire-st., Kiama		Coun. Cham., 1st Sat.
Lismore	J. Dickson, c/o Railway Per. Way Office, Lismore		Railway Station, 1st Fri.
Mudgee	M. Waters, Railway Dept., Mudgee		Waiting Room, 2nd Wed.
Mandurama	O. J. McGrath, Railway Dept., Mandurama		Masonic Hall, 1st Wed.
Murrurundi	J. H. Miller, Little-st., Murrurundi		Railway Statn., 2nd Sun.
Maitland	H. Hopkins, Church-st., W. Maitland		Mrs. McDonald's rooms, High-st., W. Maitland.
Moree	A. S. Tickle, Rlwy. Stn., Moree		Railway Station, Moree.
Narrandera	G. E. Power, Crescent-st., Narrandera		Waiting Room, 2nd Sat.
Nyngan	A. McMillan, c/o H. Rose, Esq., Nymagee, Nyngan		Railway Station, 3rd Fri.
Newcastle	T. Godfrey, Anderton-st., Islington		
Newcastle P. Way	Peter Feenan, 32 Fern-st., Islington		Belle View Rooms, Newcastle West, 4th Sat.
Narromine	J. Clifford, c/o Mrs. B. Clifford, Narromine		
Narrabri	Walter Tiller, Cobar-st., W. Narrabri		Railway Statn., Last Sun.
Orange	J. McKinney, William-st., E. Orange		Railway Sta'n, last Sun.
Operators	J. Donovan, "Othona," Marrickville-rd., Dulwich Hill		Australian Hall, 2nd Sun. As summoned.
Parcels Office Staff	C. C. Hart, Boyce-rd., S. Kensington		Head Office, 3rd Tues.
Picton	A. Newton, "Wyuna," Wild-st., Picton		Old Barracks, 2nd Thurs.
Penrith	R. Sorenson, Penrith		School of Arts, 1st Thur.
Parkes	W. Wallace, R'lway Per. Off., Parkes		Gen. Waiting Room, 1st Sunday.
Queanbeyan	J. E. Monk, P.O., Royalla, via Queanbeyan		Williamsdale Plat. 1st Fri
Redfern	G. Armstrong, 30 Septimus-st., Erskineville		Head Office, as summ'd.
Randwick	A. E. Vore, Chiswick-rd., Auburn		
Sydney	C. London, Marian-st., Parramatta		Head Office, 1st Thurs.
Southern Officers	H. Jones, Railway N.S.M., Junee		
Singleton	T. Eather, Mary-st., Singleton		Railway Station, 1st Pay Saturday, 7.30.
Stores	J. R. Warby, No. 15 Store, Railway Workshops, Eveleigh		H.O., 2nd Thursday.
Temora	H. J. Fisher, Ganger, Railway Line, near Show Ground, Temora		Meetings as summoned.
Tramway Traffic	A. C. Wallace, 122 Wigram-rd., Forest Lodge		Head Office, 3rd or 4th Monday.
Tram Officers	W. Harding, "Kardinia," Meeks-rd., Maarrickville		Head Office, Altern. Tues
Tram Signalmen	J. Long, Lamrock-avenue, Bondi		Head Office, Alter. Mon
Tamworth	B. Fallon, Pitzroy-st., Tamworth		
Tram Traffic, Ultimo	G. Mulder		Head Office, 3rd Mon.
Tenterfield	A. Tooley, Railway Stn., Tenterfield		Class Room, 1st Friday.
Tumbulgum	W. F. Warman, Railway Station, Tumbulgum		
Ultimo Power H'se	V. G. Kavanagh, 51 Fowler-st., Camperdown		
Leichhardt	W. Hartill-Law, "Elgin," Balfour-st., Dulwich Hill		Head Office, as advert.
Wollongong	M. Hegherty, Young-st., Wollongong		Wollongong, 2nd Sat.
Wyong	C. C. Chapman, Howarth-st., Young		Masonic Hall, 1st Sat
Wellington	P. Fogarty, Maughan-st., Wellington		Railway Institute.
Werris Creek	E. Furby, R'lway Guard, Werris Creek		Meets every 4th Sat.
Waverley Tram Traffic	T. R. E. Pitt, 84 Oxford-st., Woollahra		Railway Statn., 1st Sun., 3rd Tuesday
Waterfall	George Harwin, Post Office, Waterfall		
Taree	A. D. Worrell, Cornwall-st., Taree		Meetings as summoned.
Randwick No. 2	J. Verrier, Queen-st., Woollahra		Meetings as summoned
Eveleigh Car and Waggon	Thos. Burns, Cumberland-road., Auburn		Head Office, 2nd Wed.
Electric Light	J. Kelly, 114 Rochford-st., Erskineville		Meetings as summoned
East Greta	H. S. Carruthers, East Greta		Meetings as summoned.

BRANCH MEETINGS.

DARLING HARBOR.

The usual monthly meeting of the Darling Harbor branch was held in the Head Office on Saturday, Feb. 6. The president, Mr. A. Evers, occupied the chair.

It was resolved that the General Secretary be instructed to accept Porter A. Wood's challenge and prosecute him for his arrears.

Messrs. Evers, Roe, and Kearney were elected to wait upon the Attorney-General and Minister for Railways re the espionage system at Darling Harbor.

Mr. C. Gardiner, who is unable to attend the committee meetings through having to work between 1 and 2, at which time the meetings are generally held, tendered his resignation, which was accepted with regret.

Mr. F. Catts, of the "Co-operator," was present at a meeting held in the adjoining room, and it was resolved to allow Mr. Catts to explain the "Co-operator" system, which was done in a very clear manner, and satisfactory to all. A hearty vote of thanks was awarded to Mr. Catts.

Two new members were proposed, namely, Mr. Thos. England and Mr. S. Smith.

It was resolved that a communication be sent to the stationmaster, asking him to receive a deputation re cutting out overtime work. The deputation consists of Messrs. Evers, Kearney, Roe, and Kerr.

It was resolved the matter of the election of officers for the Sick and Accident Fund be left over until another meeting.

EVELEIGH.

The Eveleigh branch held a special meeting on 8th inst. at Doyle's Hotel, the following motions being carried: (1st) "That Mr. O'Sullivan be withdrawn from the Annual Conference as delegate for the Eveleigh branch." (2) "That secretary be instructed to write to General Secretary, asking that Mr. H. Davis, of Hornsby branch, be allowed to vote for for Eveleigh branch on all motions sent in by that branch." (3) "Notwithstanding the decision of the executive, the evidence shows that Mr. Berg was financial at the time he proposed Mr. Estell as delegate; therefore Mr. Estell was legitimately elected, and his election should have been recognised." (4) "That Mr. O'Sullivan has not the confidence of the members of the Eveleigh branch, since he was not elected by the branch; and that the members of the above branch are not in favor of Mr. O'Sullivan representing the branch.. Mr. Estell was elected to represent the branch."

CULCAIRN.

The usual meeting of the above branch was held on Tuesday, 8th inst., when there were present:—Messrs. T. Heathcote (chair), T. Chapman, T. M. Green, E. Cox, senr., J. Griffen, C. Wilkinson, C. Kemp, and T. Egan (sec.).

Mr. Green was instructed to use his own judgment on behalf of this branch at the Annual Conference.

Owing to the branch meeting night clashing with other meetings, it was decided to alter meeting night to the last Tuesday in each month, and this will give the secretary a better chance to be prompt with quarterly returns.

Mr. Green was instructed to call at office of the "Co-operator" to see why the "Co-operator" was so irregularly sent to some members of this branch.

Secretary says:—"I wish to draw the attention of all members that I have the new medals on hand for 1915, and now is the time for them to pay their subscriptions, so as to get one; also, by so doing they will be benefiting themselves and their Association."

Fraser's Shakespeare Hotel,
KING STREET, NEWTOWN.
Where ALL Railwaymen call.
Wines and Spirits true to label.
CHARLIE BRANCH,
late of Petersham Inn, Manager.

QUEANBEYAN.

The Queanbeyan branch held its general monthly meeting at Queanbeyan, the president, Mr. E. Twyford, in the chair. There were twelve members present, the best turn-up for a long time.

It was resolved to refund Mr. Dalner the sum of 3/-, as he has been out of the Service for four months.

Mr. Roy Cooper was admitted as a member of the branch.

The Conference delegate was instructed in his duties at Conference.

It was decided that in future the branch shall meet at Queanbeyan railway station on the first Saturday in each month at 6 30 p.m.

ARMIDALE.

The monthly meeting of the Armidale branch was held at the Caledonian Hotel on the 6th inst. There was a good attendance. Mr. Smee (president) occupied the chair.

A circular from the Head Office, re quarterly returns, etc., was discussed. The secretary informed the meeting that he sent the quarterly returns and balance-sheet to Head Office on the 29th ult.

A letter was received from the General Secretary, stating that the Chief Commissioner had approved of leave being granted to Conference delegates without pay, that he could not see his way clear to issue special passes for them, but that he had no objections to delegates making use of one of their privilege passes. This letter was discussed at length, and the members expressed the opinion that it was very hard to ask the delegates to use their privilege passes, as they require those passes either for themselves or their wives during the year. However, the delgate informed the members that he will endeavor to have his holiday pass on this occasion.

The resignation of Mrs. J. Farrell, gatekeeper, was accepted, and a transfer was granted to A. M. Smyth and J. Higgins from the Armidale to the Tamworth branch.

A letter was read from the General Secretary, in reply to one sent by the branch secretary with reference to retrenchment and men in the lower grades that are being put on short time. The matter was discussed at length. It was pointed out in the letter that the Association is doing all it possibly can to stop retrenchment, and to have the men in the lower grades put on full time, but so far it has been unsuccessful. The secretary informed the members that he had heard that 200 casual men were to be put off, and that he had written to the General Secretary, asking him to endeavor to arrange for a deputation from the Annual Conference to wait upon the State Labor Party at Parliament House, place before them their grievance, and endeavor to get them to have a bill passed through Parliament to provide for a reduction of ten per cent., or more, in all salaries, from that of the Governor to £150 a year. This, it was held, would save the Government from putting those men in the lower grades on the labor market. The secretary's action was endorsed, members expressing the opinion that something should be done at once.

Three new members were admitted to the branch, Messrs. J. R. Bradford, J. J. Hanly (per. way dept.), and Miss Stella Hallett (traffic dept.).

The business paper of the Annual Conference was then discussed, all the items on the paper being reviewed, and the delegate was instructed how to vote on a number of items, and instructed to use his own discretion as regards others.

GRANVILLE.

The usual monthly meeting of the above branch was held on Thursday, 13th inst., in the local Town Hall. Mr. S. King (president) was in the chair.

Correspondence was received re transfer of Mr. W. Holland, of Newcastle, to Granville branch.

From H.O., with regard to benefits secured by the Amalgamated for the per. way men.—It was stated at a previous meeting that the Amalgamated had done practically nothing for the P.W. department. This letter was the result of the General Secretary's inquiries. It was alleged that the increase in pay of fettlers from 7/6 to 8/6 per day was secured under section 26 of the Industrial Arbitration Act. This is incorrect. Clause 26 of the said Act was not in Wade's Act. It did not come into force until Beeby's Act, which was assented to on 12th April, 1912, long after the increases to P.W. men had been obtained. The increase was obtained by the direct efforts of the Amalgamated Association. Subsequently assistance was rendered by other organisations, but the Amalgamated did the pioneering work.

The Amalgamated was the first union to secure an 8/- per day minimum in the Railway or Tramway service. This was by virtue of the Trams Per. Way award dated 1st November, 1911. Shortly after this award came into force the Amalgamated made this minimum the argument for basing a claim for an increase in the Railway Department, and were successful in a material degree. The wages of laborers were increased from 7/- to 8/- per day, and the wages of fettlers from 7/6 to 8/6 per day, with corresponding increases to other grades. This was over three years ago.

Even if the Association had obtained nothing more, this increase was substantial. Six shillings per week—£16 per year, or £48 for the three years. Compare this with the small amount of spbscriptions to the Amalgamated—3d. per week. During this time a member who has kept himself financial on the books of the Association (and there are many) would have paid into the Association 36/- and received £48. Thus, putting it on a low plane, all members in the Per. Way department receive £1/6/8 for every 1/- paid into the Amalgamated funds. This increase also applied to non-unionists, but until "preference to unionists" comes into force nothing can be done to prevent non-unionists receiving increases.

In addition, the Amalgamated Association in the Per. Way award, obtained a "climatic" allowance of 6d. per day for men permanently stationed north-west of Werris Creek, south-west of Narrabri, and west of Dubbo. Furthermore, by virtue of the award, legal sanction was given to the payment of specified expenses, special travelling and resting time allowed, retention of existing rates and privileges was provided for, issue of home passes was made a clause of the award, and the position of permanent employees safeguarded by provisions relative to charges which might be made against them.

There can be no question of the success of the vast number of individual cases, market passes, promotions, re-tests for eyesight, and a vast number of multifarious matters. In addition, the Per. Way branch, like every other portion of the Service, has benefited materially by the incessant activities of the representations of the "All Grades" on the Superannuation Board, Railways Appeal Board and other bodies. It is not every section of the Service that has received an increase of 1/- per day as a direct result of the organisation's activities. The Amalgamated regrets that owing to the decl- Dubbo. Furthermore, by virtue of Wages Boards are not sitting, but this is no fault of theirs. It is the direct result of the war.

It was also alleged that fettlers outside the department were in receipt of, in one instance, 9/6 per day, and in another 11/- per day. The General Secretary stated that as far as his inquiries enabled him to determine, there are fettlers in the State working under an award which provides for higher rates than those paid in the Service, and the fact of higher wages being paid is not sufficient to sustain a case under section 26 of the Act. It must be shown that higher rates are being paid under an award which is in existence at the time the case is taken up. If any members can refer the General Secretary to any such award the whole matter will be taken up whole-heartedly and enthusiastically. It is the one desire of the organisation to further the interests of all sections of the community.

As the Per. Way men most directly interested were present at the meeting Mr. B. Hines moved that the matter be allowed to stand over until next meeting.—Seconded by Mr. C. Hughes, and carried.

The minutes of the proceedings of the Interstate Conference, held at Adelaide on 28th November, were read and received on motion of Messrs. B. Hines and C. Tye.

Mr. C. Tye moved that the following employees be admitted as members of the Association:—Mr. Jas. Gardiner, fuelman, Loco., Clyde; Mr. Jas. Skinner, fuelman, Loco., Clyde; Mr. E. Burke, storeman, Loco., Clyde.—Seconded by Mr. Hines, and carried.

Complaint was made by a number of members from Loco., Clyde. It was stated that one member had been in the Service for seven years without a break, and he was unable to ascertain whether he was casual or temporary. Others were employed for lesser periods, but during the whole period of their employment they had not received one privilege pass or been paid for one holiday except when they were on duty, and for which they received only bare time. The Secretary promised to arrange for the General Secretary to visit Clyde Loco. during one luncheon hour, when the members would be able to lay their grievances personally before him; and they may rest assured that if at all possible they shall secure redress.

The case of Mrs. Pickering, a member of the Amalgamated, was also brought under notice. Mrs. Pickering is a gatekeeper at Warwick Town (near Liverpool), always a busy crossing; and since the military encampments have been established at Liverpool the duties have increased tenfold. Still Mrs. Pickering is obliged to work twelve hours a day for seven days a week, year in and year out, without a day's relief. It is high time this state of affairs was remedied, and the matter will be brought under the notice of the General Secretary, who will place the matter before the department with a view to relief being granted Mrs. Pickering.

The agenda paper for the Annual Conference was placed on the table and discussed at considerable length. Mr. J. Snelling moved (seconded by Mr. C. Rivers): "That the delegate appointed by this branch be given a free hand to vote on all matters as he deems advisable in the interests of the Association."—This motion was carried.

MOUNT VICTORIA.

The usual monthly meeting of the Mount Victoria branch of the A.R. and T.S. Association was held at Blackheath on Wednesday evening, 10th inst. There was a good attendance. In the absence of the president, Mr. Clyne occupied the chair.

After the minutes of the previous meeting were read and adopted the correspondence was received and dealt with.

Two new members were admitted to this branch. In order to get in touch with more members it was decided to hold the second meeting in each quarter at Blackheath; and it is hoped that all members who possibly can will attend and help to further the progress of this branch. The meeting was duly closed.

Next meeting will be held at Mount Victoria on Wednesday, 10th March, when all final arrangements will be made for the bumper smoke concert to be held on Saturday, 13th, in the hall at Mount Victoria. The General Secretary and President will be present. A good programme is being arranged, and a very pleasant evening is being looked forward to.

SYDNEY No. 1.

The monthly meeting of Sydney No. 1 branch was held at the Head Office on Thursday evening, February 4. In the absence of the president (Mr. C. West), who has been ill for some time, Mr. D. Lockard, vice-president, was voted to the chair.

Correspondence from Head Office and Chief Commissioner was read and received.

It is gratifying to report that at every meeting of this branch we are enrolling new members, thanks to our energetic collector, Mr. W. Sigle, who proposed eight; and Mr. J. Munro proposed two, and Mr. F. Pinkstone two. These were accepted.

A circular was received from Head Office, stating that it had been decided to make a presentation to the past general treasurer, Mr. F. Burke. There is certainly no man who deserves some recognition at the hands of the "All Grades" more than Mr. Burke, for he has been an ideal unionist and a staunch worker in the interests of the "All Grades"; and he filled the position of general treasurer for many years with credit to himself and the whole of the Association. The members of Sydney branch, to which Mr. Burke belongs, were very pleased to see that the executive had not forgotten his past deeds. The circular asked if the branch could inform the general secretary when Mr. Burke took up the position as general treasurer, also the date he resigned. Unfortunately this information was not available, but if this should catch the eye of Mr. Burke the branch will be pleased if he would send the information required to Head Office.

The General Secretary wrote, stating that he would attend to the omissions of the names that were left off the list of officers, as pointed out by branch secretary.

The correspondence in connection with shop boy Crane and others was read, and Mr. W. Sigle, to whom credit must be given for bringing this case before the Association, stated that shop boy Crane was satisfied with the result.

Further correspondence from the Chief Commissioner relative to shop boys at loco. department, Eveleigh, doing coppersmith laborers' work was read. The men say that these boys are doing this work for boy's wages, and the departmental officials say that the boys are only doing light work. The question is—What do they call light work? It was decided to allow the correspondence to stand over until next meeting.

The General Secretary notified the branch that it would be necessary for Conference to appoint four delegates to the P.L.L., also four alternate delegates for same. The branch nominated the following four members—(whether the branch was justified in doing so it is for the executive to say):—Messrs. A. Proud, D. Lockard, F. Pinkstone and H. Joyce; alternate delegates, Messrs. A. Collyer, Higgins, W. Sigle and E. Lynch. All the above are members of Labor leagues.

Through an oversight at the last meeting it was necessary to appoint four alternate delegates for the Conference, Mr. Pinkstone stating that it was always customary to take this precaution. The meeting then elected the following four members: Messrs. D. Lockard, F. Pinkstone, Higgins and W. Sigle.

Under general business the first matter considered was the grievance of Mr. A. Fowler, who is classified as a carpenter at the loco shop, Eveleigh, but for some reason is only receiving 9/6 per day. Mr. Fowler very ably put his case before the meeting, and it was recommended to be sent to the executive for them to take immediate action.

Mr. Biffen brought a matter along which, according to the statement he made, certainly needs attention. On the advice of the branch secretary he was asked to place his case before the general secretary as soon as possible.

Mr. A. Collyer mentioned a matter that he said needed attention; but as he had not exhausted action through the department the president advised him to adopt this procedure and send the reply to Head Office, when it would be attended to.

Another matter which is of interest to men in blacksmith shops on the car and waggon side was brought up by one of the members. It appears that some considerable time ago a deputation waited on Mr. Lucy in connection with the inadequate supply of drinking water provided for the men. Mr. Lucy promised that taps should be placed in convenient places, and went so far as having the places marked off for them; but up to the present nothing has been done, and it was decided that the matter be sent on to the executive for them to take action with the department in this matter.

It was also decided to ask the Executive to send a letter to the secretary of the I.W.W., asking them to send an organiser to a meeting, that could be arranged, to deliver a lecture on Industrial Unionism.

The various resolutions on the Conference agenda were brought forward, but as the hour was getting late it was apparent that the members could not discuss many of them. However, several of them were picked out and discussed, and the delegates were instructed how they should vote. Mr. Pinkstone moved that a special meeting be called for Sunday morning, 7th inst., to discuss the remaining resolutions on the agenda. This was seconded by Mr. Lynch. Mr. J. Munro moved, as an amendment, that we call a special meeting for Saturday night next, 6th inst. This was seconded by Mr. A. Proud. The amendment, on being put, was carried.

The secretary was instructed to send a letter to the president of the branch, Mr. C. West, conveying the sympathy of the members in his long illness.

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SPECTACLES MADE TO CORRECT ALL DEFECTS

THE RAILWAY WAR FUND.

ACTION AT MURRURUNDI.

A meeting of railway employees was held at the class room, Murrurundi, on Sunday, 7th inst., to consider the railway position regarding the War Funds.

Mr. Allen, District Superintendent, was present by invitation from the collectors of Murrurundi, and presided, at the request of the meeting.

The chairman said he had been surprised to learn that there had been some misunderstanding regarding the Railway and Tramway Officers' War Fund. It was never intended that the fund should be for salaried officers only, but for every man in the Railway Service. He knew that many had subscribed to the Murrurundi Town Fund before the Railway and Tramway Fund was inaugurated, as he had personally done, but he felt that now that they were making an effort as a body they should join together in the one movement, so that the best might be done. It was only fair that the whole of the money contributions from the railway staff should go to the Railway and Tramway Fund, and he was sure that if this were done they would achieve something to be proud of. He then read the general appeal recently issued by the hon. secretary of the R. and T. War Fund, and asked the meeting to consider the best course to be adopted.

Mr. R. Watson, on behalf of those concerned, explained that prior to the circular issued by the Railway and Tramway Officers' Committee, a public meeting had been held in Murrurundi, at which it was decided to take up contributions to the Lord Mayor's Fund, and this had induced a number of employees to agree to collections being taken up on every pay-day by Messrs. Watson, Gannoni, and Prince, of the loco. department, and a contribution of threepence in the pound from every employee was decided on as reasonable, although not binding on anyone. The result had been very satisfactory. Already £105 had been paid into the Murrurundi Public Fund, and almost every loco. employee at Murrurundi, as well as some of the traffic staff, had contributed in this way. When the Railway and Tramway Officers' War Fund was announced, it was understood by many to include the salaried staff only, but this impression had now been removed, and he considered the time had arrived for the whole of the railway employees to send their subscriptions to this fund.

On the motion of Mr. Watson, it was unanimously resolved that all collections in future be forwarded to the Railway and Tramway War Fund, and that the hon. secretary be advised of the amount already subscribed and paid into the Murrurundi Town Fund from contributions by the railway staff.

A vote of confidence in the present collectors (Messrs. Watson Gannoni, and Prince) was unanimously passed, and a request that they should continue to act as collectors having been acceded to, the same was confirmed by the meeting.

It was further resolved that a copy of the resolutions be sent to such other depots as might be considered desirable, with a view to inducing similar action.

EAST GRETA RAILWAY MAN HONORED.

At Cessnock, on Monday evening, February 1, the St. John's choir met for the purpose of bidding farewell to their esteemed comrade, Lieut. Leslie Rochester, of Cessnock, who has volunteered for active service in Europe. The Rector said that though they deeply regretted parting with Mr. Rochester, whom they held in the highest esteem, yet they rejoiced that the old spirit was still burning brightly in the time of the Empire's peril and difficulty. Mr. E. Jones (churchwarden), Messrs. Prescott, Weatherall, Ray, Pearce, and Halborn all paid their tribute to the parting guest. The Rector then called upon Miss Griffiths, hon. secretary to the choir, to make the presentation, consisting of a gold sovereign purse full of sovereigns, cigar holder, etc., which she did in a few well-chosen words. Mr. Rochester, on rising to respond, was received with hearty applause. He said, although he regretted leaving his home and his numerous well-wishing friends at Cessnock, he felt that he would not be doing his duty to his country if he allowed the other fellow to do the fighting. He felt sure that if only the young men of Cessnock would realise the seriousness of this war and the effect it would have on Australia should the Germans be the victors, they would have to order a special train to take them to Sydney for training, so big would the rush be to defend the old flag. He would cherish the most useful presents that he had just received, and in thanking them he desired to state that they had taken him quite unawares, and he hoped that he would, whilst away, carry out his duties in the way his numerous friends of Cessnock would approve. (Cheers.)

The Rector also handed him a pocket Bible from the choir. Our well-known townsman, Mr. T. Gollan, paid a warm tribute to Mr. Rochester, who left for Sydney by the midday train on Tuesday. Lieut. Rochester is the son of the highly esteemed night officer of Cessnock, Mr. E. Rochester, his son being also employed by the East Greta Railway Company in the capacity of goods clerk at Cessnock, where he is held with every esteem. There is a movement on foot by Mr. Rochester's fellow-employees to make him a suitable presentation on his first visit to his home.

THE EDUCATION OF RAILWAY OFFICIALS.

The directors of the North-Eastern Company, England, learned from experience that if they desired a body of officers who should be the future managers of the company's concerns they would have to select young men and train them for the posts. Accordingly a system was evolved which provided for—(a) selection by competitive examination, and (b) an adequate period of training and study. The subjects of examination comprise English, mathematics, elementary railway economics, the principles of dock construction and railway location, the elementary principles of rate making and general rules and regulations. The twelve young men who are most successful at the examination are selected to undergo a four years' course. They are placed in various offices for periods ranging from three to twelve months—the goods department, the passenger department, the draftsman's office, chief depot, small roadside station, head office—and so on. Thus they have an all round experience of railway affairs, and at the same time they are required to read text books and attend lectures dealing with railway economics, &c., in which latter subjects they are examined annually.

Staff Changes and Promotions

RAILWAYS.

Week ended February 6, 1915.

APPOINTMENTS.

Loco. Branch. — Apprentice: L. Robertson, Eveleigh.

Permanent Way Branch.—Fettlers: Alfred Peters, Lockhart-Clear Hills; William Reynolds, Narrandera-Finley; Ebenezer Beattie, Junee-Hay; Walter Feeney, Narrandera-Finley; Hermin S. Pinn, Nyngan-Bourke.

Traffic Branch.—Junior Porters: Hewatt Peppernell, Mullion Creek; George Beshwattie, Orange Relief Staff. Gatekeeper: Kathleen Bryant, George's Plains.

Electrical Branch.—Probationers: William John Bressington, Sydney; Cecil Clarence Wall, Wellington.

Traffic Auditor's Branch.—Junior Attendant: Henry M. McDonald, Sydney.

Signalling Branch.—Fitter: John H. Middleton, Sydney.

Stores Branch. — Junior Canvas Worker: Thomas Goodall, Charles H. Drury, Eveleigh.

PROMOTIONS.

Permanent Way Branch.—Carpenter to Leading Carpenter: Alfred P. Marr, Banksia. Fettlers to Gangers: Patrick Cahill, Temora-Barellan; Michael Maloney, Lockhart-Clear Hills; George Pittis, Molong-Forbes.

REMOVALS.—RESIGNED OR LEFT THE SERVICE.

Locomotive Branch.—Leading Fitter: F. Elliott, Eveleigh. Fuelman: A. Galloway, Picton. Cleaners: R. McNeill, L. Leary, A. J. Hackett, Junee. Apprentices: W. Ward, N. Flaxman, Eveleigh.

Permanent Way Branch.—Stationary Engine Driver: William Randall, Goulburn. Fettlers: Albert Taylor, Piper's Flat; William Cramp, Wellington-Nyngan; Michael Judge, Wimbledon-Blayney.

Traffic Branch.—Porters: Charles Collins, Darling Harbor; Robert Elmer, Blayney; Arthur Potts, Portland. Junior Porters: Ernest Deacon, Goulburn; Robeth Black, Junee. Gatekeeper: Albert Young, Rockdale. Attendant: Florence Grigg, Rock Flat.

DECEASED.

Traffic Branch.—Caretaker: Rachel Moxom, Compton Downs.

QUESTION BOX.

A reader says his wife has been in the Service as platform attendant this last seven years, and receives her holidays pass, but has not been allowed to take any children on same with her. Is she entitled to take her children, viz., two girls, with her on a holiday pass? Ages of girls, 3 years and 13 years.

Answer: Not allowed by regulations. The Association is trying to secure this concession.

LABOR LEAGUES.

ILLAWARRA ELECTORATE COUNCIL.

At the annual meeting of the Illawarra Federal Electorate Council, held in Wollongong on January 30, Mr. A. Kirkwood occupied the chair, and delegates were in attendance from leagues and unions between Rockdale and Kiama.

The reports and balance-sheet were adopted as satisfactory.

The president pointed out that better organising had resulted in a much larger majority for Mr. Burns in comparison with the previous campaign.

The election of officers for the current year resulted as follows:—President, Mr. A. Kirkwood (Miners' Union); vice-presidents, Messrs. A. C. Willis (Miners' Union), P. Donovan (Hurstville League), and J. Freeman (Mortdale League); secretary, Mr. J. Robinson (Helensburgh League); treasurer, Mr. C. Josland (Miners' Union); auditors, Messrs. Eatch, Smith, and Davis.

(Continued on page 8.)

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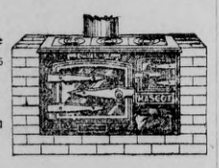

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THE TURF.

Moorefield on Saturday.

Gigandra ran well in the Oakleigh Plate on Saturday.

The Bond Cup at Caulfield on Saturday was won by the imported horse Lempriere. The Sydney prad Chid filled third place.

The imported horse Land of Song accounted for the St. George Stakes at Caulfield on Saturday.

On Mandowa's form on Saturday at Warwick Farm it looks as if the chestnut is going off.

Count Alwyne won the February Handicap at Boolaroo on Saturday.

Lord Algie, who won a double at Boolaroo on Saturday, may win a race or two if brought down to Sydney.

Kirribilli, a rank outsider, ran a good race in the Welter Handicap at Warwick Farm on Saturday.

Woorak galloped well at Flemington on Saturday.

Hobble Skirt cut up badly in the run home in the Liverpool Mile at Warwick Farm on Saturday.

Toybe finished in great style in the Three-years'-old Handicap at Warwick Farm on Saturday.

When Braitle won the Oakleigh Plate in 1.6¾ sec. on Saturday she put up an Australian record for five and a half furlongs.

The ex-registered prad Hot Air put up a record at Victoria Park on Saturday when he won the Flying Handicap (4 furlongs) in 49sec.

Clanfera, Decorate and Merei, three ex-registered horses, filled the places in the big handicap at Victoria Park on Saturday.

The Irish Derby winner, Land of Song, won the St. George's Stakes in good style on Saturday. The imported horse is engaged in the Sydney Cup.

Mountain Knight's running in the St. George Stakes at Caulfield on Saturday was inquired into by the stewards, but the owner and trainer were exonerated. The jockey, W. McLaghlan, however, was censured.

Flash of Steel and Woorak now dispute favoritism in the Newmarket Handicap, the pair being four points shorter in the odds than Herringbone and Traquette.

De Gama is only slightly shorter than Lempriere in the betting on the Australian Cup.

Hopples were again responsible for an accident at the trots at Epping on Monday, when Leichhardt broke at the turn out of the straight and, getting tangled in his unnatural gear, fell. Ding Dong, who was just behind when the accident happened, had no time to get out of the way, and he too came to grief. Hopples are a curse to the game, and they should be "barred."

Marie Belmont got a lovely flying start in the Tramway Handicap at Epping on Monday, and probably the win was due to the fact.

Sylvander appears to be "murdered" in the weights for the Flying Handicap at Moorefield, in which he has been allotted 10st.

Winners at Kembla Grange on Tuesday were: Contone, Portrait, Drama King, Quarale, and Fizzing. The last named won a double.

The Australian Trotting Club will hold a meeting at Victoria Park on Monday.

At the Hill End Jockey Club's meeting at Bathurst on Tuesday, only four horses competed.

Nuwara Eliya galloped well over six furlongs at Victoria Park on Tuesday.

Flash of Steel, the Newmarket Handicap fancy, went extra well over six furlongs at Caulfield on Tuesday morning.

SPORTING QUERY.

A correspondent asks at what time was Challenge Crosse scratched for the Challenge Stakes, in the recent A.J.C. meeting. He backed the horse ta 11 a.m. on the day of the race, and the bookmaker will not refund his money.

Answer.—We are informed by the A.J.C. that this horse was scratched at three minutes past 1 o'clock on the 23rd January, 1915.

WARWICK FARM.

Winners, S.P., Riders.

Sanguine, 3 to 1 (Quigley).
Petrillea, 2 to 1 (Walker).
Lady Antonio, evens (F. Foley).
Wedding Day, 10 to 1 (Reynolds).
It's Funny, 12 to 1 (Harris)
Guncar, 5 to 1 (Barnett).

The attendance at Warwick Farm on Saturday was good, considering that a "pony" meeting was being held in Sydney. Backers began fairly well as Sanguine, who started second favorite, got home in the Liverpool Mile.

Mandowa, Hobble Skirt and Bobadil were first to show out, and when going they led by a couple of lengths from Pongo. Along the back Bobadil led by two lengths from Mandowa and Hobble Skirt, with Salve next. Positions were much the same at the five furlongs, but at the half-mile Hobble Skirt led from Mandowa. Third Prize, Salve and Sanguine.

Hobble Skirt showed the way into the straight from Third Prize and Mandowa, but at the distance the field closed up, and after a great finish Sanguine prevailed by half a length from Third Prize, with Eastern Chief a good third. Hobble Skirt was a close fourth, Salve fifth, and Pongo next.

Petrillea was best backed in a poor field in the Maiden Handicap. Lady Iberia, who was also well supported, ran to the front soon after the start, and along the back led by three lengths from Blue Garde, with Petrillea and Contest well up. At the five furlongs Lady Iberia was nearly a dozen lengths in advance, but at the half-mile she was only four lengths in front of Petrillea and oCntest. Petrillea was first into the straight and, coming on, won by a head from the fast-finishing Ukuwella, with Algous a bad third and Lady Iberia next.

Lady Antonio started a warm favorite, and after being practically in the lead all the way she won by a short length from Toybe, who finished in great style. Infantine was a very bad third, and Brinsmead next.

Kurkee and Prince Ruenalf were well up at the home turn but finished badly.

Morse Code was the elect in the Juvenile Handicap, while Lineage and Sealed Orders were backed heavily.

Sealed Orders, Sleeping Beauty and Beanbri were smartest off, but when going Haughty Ena led from Sleeping Beauty, Wedding Day and Sealed Orders. Haughty Ena was still in charge at the distance, but Wedding Day, finishing fast, got up in time to win by a length. Haughty Ena beat Sealed Orders by a neck for places, while Lineage, Halponn and First Lesson finished just behind the placed horses.

Brunnhilda started a warm favorite in the Warwick Handicap, but was beaten by It's Funny, an outsider.

It's Funny and Brunnhilda took up the running soon after the start and led from Eastern Chief. It's Funny led at the homestead, but along the back Brunnhilda was two lengths in advance of It's Funny, Eastern Chief and Quisita. The favorite still led at the distance, but It's Funny finished fast and won by half a length. Brunnhilda beat Trinobantes by nearly two lengths for second place, while Quisita beat the others.

The Pace Welter went to Guncar, who won nicely from Ligero. The latter made the early running and led into the straight from Sound Asleep. Kirribilli finished fourth Sound Asleep fourth, while Easy whipped in.

ASCOT.

Winners, S.P., Riders, Post Positions.

Lancline, 3 to 1 (Hall), 4.
Daisy Piker, 3 to 1 (James), 5.
Fireglow, 3 to 1 (Miller), 4.
Hot Air, 6 to 1 (Moulder), 6.
Sir Moorefield, 5 to 2 (Moy), 11.
Wee Bob, 2 to 1 (Moulder), 4.
Little Jack, 5' to 4 (Porter), 5.
Carlo, 15 to 1 (Thompson), 14.

The attendance at Ascot yesterday was extra large, and some good racving was witnessed. Little Ruth opened favorite in the first division of the Encourage Stakes, but at the death, Kind Lady and Lanoline were favorites. The last-named led all the way, and won nicely from Tinvane, with the fast finishing Arakoon a good third. Lyfort was fourth, King Lady fifth, and Nooran next, while Little Ruth finished second last.

The second flutter went to Daisy Piker, who practically led all the way and won nicely from Kalossie with the favorite, Gunebra, a fair third. Clymond was fourth and Llewllyn fifth.

Fireglow was always handy in the 14.2 Handicap, and after taking charge when heads were turned for home she came in to win easily from Self Help, who finished fast. All There was third. White Wings led by two lengths at the three furlongs, but finished nowhere.

Paderewski was left about six lengths at the start.

Hot Air practically led all the way in the Flying Handicap, and won comfortably from Troon, with Fortune Hunter a good third. Try Again was fourth, Superb fifth, and North Star next.

Malster and Malena were each at about 2 to 1 when betting opened on the 14.0 Handicap, but Malena blew out and Malster firmed. Sir Moorefield was well backed.

Sir Moorefield got a slight break at the start, but he was headed at the end of half a furling by Malster, who led him by half a length into the straight. At the distance Sir Moorefield was in charge, and coming on, won nicely from Malster, with Mary Mimer a fair third, and just in advance of Malena. Green Rose beat the others.

Wee Bob went out an odds on favorite in the 14.3 Handicap, the next in demand being Some Day.

Wee Bob ran to the front soon after the start, and never being fully extended, won easily from Moorbell, with Some Day a fair third and just in advance of Malt Minnie.

St. Marie led into the straight in the 14.2 Handicap, but Little Jack was in charge at the distance, and coming on, won nicely from Tessie, with Rumet a good third.

Merei was the elect in the Ascot Handicap, the second fancy being Decorate.

Carlo practically led all the way, and just won from Merei, with Postelite a close third. Decorate was fourth and Alfana next.

ANTICIPATIONS.

MOOREFIELD.

FLYING HANDICAP.
Spurn or Arrowform.

STEWARDS' MILE.
Barley Water or Third Prize

KOGARAH STAKES.
Holadena or Dinta.

JUVENILE HANDICAP.
Lindale or Brilliants.

FEBRUARY HANDICAP.
Sanguine or Magas.

WELTER HANDICAP.
Eastern Chief or Hobble Skirt.

Much has been said about the kindness shown to British refugees in Germany by American Consuls, but not a word about the work of British Consuls. The reason for this is that the British Consuls in Germany were Germans, with German sympathies and German hatred and jealousy of Britain.

The organ of the German women socialists states that the prices of food fixed by the Government are neither cheap nor just, and adds that "they have reached a level which a few months ago no man would have dared to mention openly." Germany is probably in a far worse condition than she is admitted to be.

TO WEAK MEN.

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SPORTING SPARKLETS

The Glebe player, Kelleway, bowled remarkably well against Paddington on Saturday, when he took seven wickets for 7 runs.

Gregg captured five wickets for 30 for University against Central Cumberland on Saturday.

Macartney hit 25 fourers and 5 sixers on Saturdays.

Callaway (54) and Kippax (51 not out) were Waverley's best batsmen on Saturday.

Grimmmett took five wickets for 23 runs, for Sydney against Redfern on Saturday.

Ratcliffe did well for Balmain on Saturday, when he scored 62.

The best scorer for Middle Harbor was Lowe, who hit up 58 not out.

Bowling for Balmain against Middle Hrbor on Saturday Wall took five wickets for 52 runs.

Western Suburbs effected a surprise by downing North Sydney in the ninth round of the Cricket Competition on Saturday.

Macartney batted well for 159 for Gordon against Waverley on Saturday.

Freeman, the ex-Glebe batsman, hit up 61 for Gordon against Waverley.

Redfern again failed on Saturday, when they only scored 72 against Sydney.

Collins scored 59 in good style for Sydney on Saturday.

Merchant (123 not out) was Balmain's best bat against Middle Harbor on Saturday.

Trennery scored 75 for Paddington against Glebe in the second innings on Saturday.

Paddington only scored 47 in the first innnings against Glebe.

Pratten, Myers and Docker each did well with the bat for Western Suburbs against North Sydney.

H. Wellandt won the 440 yards Longworth Cup Handicap at the Rose Bay baths on Saturday in 5min. 49sec.

The Marrickville Bicycle Club's three-quarter of a mile handicap on Saturday was won by W. Corbett.

S. Burtenshaw, from scratch, won the Redfern Bicycle Club's half-mile on Saturday from W. Brennan, who was in receipt of 125 yards from the champion.

Duke Kahanamoku won the 100 yards championship of Victoria on Saturday in 56sec.

The 100 metres race, which was given a dead-heat between Duke Kahanamoku and the N.S.W. swimmer Hay at the St. Kilda baths on Saturday, was timed in 1min. 1 2-5sec.—a world's record; but a strong wind helped the swimmers.

Burtenshaw was caught "napping" in the Redfern Bicycle Club's championship on Saturday, and was just beaten by G. A. Halpin.

A Taylor won the Eastern Suburbs Bicycle Clubs' championship from E. T. Bryan on Saturday last.

R. Piggott, from 53 yards, won the East Sydney Athletic Club's three-quarter mile handicap on Saturday from L. Matthews and J. Rule.

R. Henderson accounted for the South Sydney Club's 100 yards race on Saturday in 10 1-5sec.

BOXING.

"DREADNOUGHT" DOYLE BADLY BATTERED BY "CRUISER" SMITH

STIRRING ENGAGEMENT AT THE STADIUM.

DAVE SMITH STILL CHAMPION.

("Patrian.")

When "Bulky Ben" Doyle hove his 14.1¾ into the ring as against Dave Smiths' 11.9¼, it certainly resembled a dreadnought ranged up to sink a light cruiser. After a short spell of manoeuvring Dave let fly his starboard gun and hit Ben in the topworks. Doyle's left broadside, however, caught his opponent before he could get away, and another punch somewhere about 'midships sent Dave scuttling across to the ropes. The big fellow was displaying surprising speed, and it was only by skilful use of his rudder that Dave kept out of line of the heavy shots that came his way. In the second, "Dreadnought" Doyle tried ramming tactics, and in a head-on collision Dave got the paint work under his starboard lamp badly scratched. He torpedoed Ben about the magazine, however, and although the big fellow did not blow up, the missle created a lot of disturbance in his interior economy, and enabled Smith to make the open sea under a full head of steam. The next phase of the engagement was the discharge of some of Ben's biggest guns, the recoil of which, when they struck nothing, made him keel over until his yards touched the water, and he nearly turned turtle completely. Dave turned loose his quick-fire battery on to Ben's hull, and the shots rattled fast and hard on his armored belt.

So the battle was waged, the lighter craft always in danger, but getting clear by good seamanship, and even when temporarily disabled by an extra heavy broadside was clever enough to stall off his heavier opponent by well-directed shots into the vital spots. All through the piece the gunnery of "Cruiser" Smith was superior in direction and speed, and consequently made up for the big discrepancy in the weight of metal. The Dreadnought's shots went frequently astray, and when they did land, although they shifted the smaller craft yards at a time, were mostly glancing blows or delivered where it didn't matter.

Until half-way through, the engagement was as willing and interesting as could be wished for. Just about here, however, the Dreadnought began to run short of fuel, and consequently slowed up. Something went wrong with the boilers, and the gun-fire became less frequent and more erratic. The enemy was quick to perceive this, and, piling on speed, darted in and out and delivered single shots and broadsides with great speed and precision. Both of Ben's lamps got badly smashed, and his upper works received a bad mauling. His decks were slippery with gore, which ran freely from his lee scuppers, but so far as actual damage went, beyond that to his paintwork he suffered very little. Every time one of Dave's shots got home, it was he that reeled from the impact, and not Ben. That worthy craft looked about as unperturbed as though someone had smitten it with a peanut shell, and, closing in, endeavored to wipe his foeman out with a series of discharges at close quarters. The loss of his lamps was the greatest handicap, and towards the end he must have been chasing his agile adversary in almost perfect darkness so far as he was personally concerned.

The neutral powers in the person of Harald Baker intervened after 20 rounds had gone, and declared Cruiser Smith the winner, and none of the other neutrals present had any objections to make. We might mention that the other neutrals amounted to about 12,000.

By this win Dave Smith has set the seal on his reputation as a champion, for only a champion at his weight could have withstood the heavy physical strain that mixing it with such a burly and determined opponent as Ben Doyle proved himself to be.

JIMMY COFFEY.

BOXING NOTES.

Storbeck has had a win at last, and great must be the rejoicing thereat. On Monday night he so hammered Arthur Brown, the winner of the recent Olympia heavyweight tourney, that Fred Baker, in the interests of humanity, brought hostilities to a close in the 10th. Fred Storbeck scaled 13.10, as against Brown's 12.7, and Brown is no Dave Smith. The South African pummelled him badly about the kidneys, and by this means reduced him to a very chastened mood.

* * *

Fred Kay is reported to have outfought Morey in 15 out of the 20 rounds recently contested at Brisbane. All we can say is that Morey does not fight much, anyhow—not so's you'd notice it. Clever he is, and quick to seize an opening if the other chap misses, but he is a very tame fighter. We mention this so that our readers will not imagine that Fred has suddenly become a man-eater, although by all accounts he is fighting better as a welter.

* * *

The Boxers' Union, unlike the newsboys' strike, has fizzled out, and "Sugar" Flanagan is out of work—at least, so far as his secretarial duties are concerned. The Stadium, Ltd., proved conclusively that it could not keep going in cigars and motors under 50 per cent. of the takings, and as no self-respecting boxer could view with equanimity the dread spectacle of "Snowy," Harald, and Fred Baker, Manager Harry Keesing and his understudy, Macpherson, to say nothing of the rest of the directors, management, and staff dying slowly of starvation in the "crook" street, whilst bloated fight fans and pugs flourished on the fat of the land, they called the strike off, one consequence of which is Harold Hardwick and Les O'Donnell will clash as scheduled in March.

* * *

Next Saturday, Frank Coffey, the Mohawk fighter, will endeavor to inflict the "K.O." on brother Yankee Frankie Jones. As both are Americans, so long as they provide a stirring go, the average fan doesn't care a cuss how much they hammer each other or who wins.

The "Pall Mall Magazine" publishes a translation of a German poem that appeared in the "Dresden Anzeiger," a German paper. A verse will be sufficient to indicate its quality:—

Down with England! Strip her off
the sheath,
And show the grinning devil beneath,
That sets all order at defiance
And grinds to the dust all law and
science,
Laughs the Red Cross to cruel scorn,
And mocks to the teeth God's own
First-born.
Oh, England, dread the wrath divine
And the fires of Vengeance deep con-
digh!
Loose our hate, our holy hate,
Upon that land abominate.
Down with England!

An English officer states that one night when advancing cautiously through a turnip field a German searchlight threw a fierce white glare for a mile around. He flopped down among the turnips, and to his dismay found that he was lying within six feet of an unburied German corpse that had lain there since a previous infantry attack, six weeks before. The worst of it was that other rockets went up, and he had to be there for over ten minutes with the grisly object within touching distance.

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THE TRAMWAY WORKERS OF EUROPE

(Continued from page 4.)

and employment ceases at the end of the month. Work may, however, be stopped at any time, without notice, when there is serious reason for doing so. In accordance with par. 62 of the Construction and Service Regulations, the Railway Inspection Board—Royal State Railways' Management—may demand the dismissal of an employee, when in the opinion of the Board he is not able and trustworthy from the point of view of technical knowledge.

3. The uniform which is loaned to me, and which remains the property of the Greater Berlin Tramway Company, must be returned within forty-eight hours to the Stores Department in the event of my leaving the company or transferring to some other position for which uniform is not provided. The uniform must be returned in good order; that is, brushed and cleaned.

I undertake to give up the uniform immediately if I am ordered to leave the service or to take over some other work.

4. I agree that the Sick Benefit paid by the company be paid on the day appointed for the payment of wages and ——— at the same time as the wages. This regulation secures to the company the right to pay the Sick Benefit on the days appointed for the payment of wages. I further agree that if on account of inability to perform the work required by me ——— when this inability is the result of an accident, and is recognised by me, I receive an accident allowance, my wages shall be reduced by the amount of this allowance.

I agree to join the Old Age Pension Fund of the Greater Berlin Tramways Company and to pay the contributions as laid down in the rules.

5. The bond for 100 marks which I have deposited is to cover any damage caused by me during the carrying out of my duty, and especially to secure the return of uniform, tools, or apparatus, tickets, and other property of the company in good order. My bond is to cover any and every offence and irregularity, even when I act as conductor, although employed regularly as an extra driver. There can be no claim for the return of the bond within three months after leaving the employ of the company, even though the bond is intact.

If the bond is not intact, on account of any irregularity of which I am guilty, I am not entitled to recover my bond until after two years from the termination of my engagement.

6. I am not to engage in any supplementary employment during my free days or during my free time without the consent of the management.

7. I agree to work overtime when circumstances demand it, or to take over other work in connection with the system.

I also agree to work, when required by my superiors, on any other tramway system under the joint control of the Greater Berlin Tramway Company.

In case of notice to terminate work I may be given some other form of work during the period between the giving of notice and the expiration of my engagement.

8. If I fail to observe the Service Regulations, or if I do not properly perform my duties I am liable to a fine not exceeding 5 marks. The amount of the fine is to be fixed by the Greater Berlin Tramway Company, or by any authorised official of the company, and is deducted from my wages on the next pay-day. My agreement is not affected by this. Money paid in the form of fines is to be handed over to the company's Sick Fund.

9. I am entitled to receive wages only on those days on which I fulfil my duties, excluding "free" days, for which I am paid. I am also not entitled to receive wages on those days when, through no direct fault of my own, I am unable to attend to my duties—thus, for instance, when I have to attend the court as a witness.

10. Unless I am given special permission to do otherwise, I undertake to live as near as possible to the station to which I am appointed for duty.

11. This agreement annuls the former one.

12. A copy of this agreement has been handed to me.

I read, approve, and sign this agreement.

(To be continued.)

BAKER'S STADIUM, Personal Direction Mr. R. L. BAKER
NEXT SATURDAY NIGHT, FEB. 20th, at 8.30 p.m., great lightweight boxing contest:
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It must be distinctly understood that "The Co-operator Ltd." is alone responsible for all editorial matter appearing in this issue.

ARTICLES AND CONTRIBUTIONS.

Space will be given for contributions and articles dealing with any helpful subject. We will do our best to authenticate all facts sent in, and where we cannot do so will place matter in an open column where we will not be responsible for the opinions expressed.

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THURSDAY, FEBRUARY 18, 1915.

SUSPENSION OF SERVICE AWARDS.

MR. BEEBY'S FINDING IN THE APPLICATION OF THE CHIEF COMMISSIONER

It will be remembered that the Chief Commissioner for Railways made an application some time ago for a suspension of all Service awards to enable the discontinuance of any increments provided for under these awards. The combined Service unions took up the gage and, after a lengthy hearing before Mr. Justice Heydon, the matter was remitted to the chairman of the Railway Group of Boards for his consideration.

Mr. Beeby now reports to his Honor as follows:—

"In connection with the application lodged by the Commissioner for Railways, for the variation of certain awards governing the Government Railways and Tramways in such manner as to relieve the Commissioner of the responsibility of paying increments to salaries accruing from the date of the applications, I have the honor to furnish the following report:—

"The evidence submitted, in my opinion, clearly establishes that the Commissioners have to face a serious shrinkage in revenue for the remainder of the present financial year. Some of this threatened shrinkage is undoubtedly due to the recent drought, but there seems to me no doubt, on the evidence and returns furnished, that a considerable portion of it is attributable to the present state of war existing between the British Empire and his Majesty's enemies.

"During the proceedings, however, I was impressed with the argument submitted that the proposal to meet portion of this deficiency, by suspension of increments, was inequitable. It was deduced in evidence that increments were paid after the declaration of war up to the date of the application, and further, that Parliament itself, in the Supply Bill passed towards the end of last year, provided for increments in the salaries of certain highly-paid officials. The proposed suspension of increments would raise anomalies in the Service and create friction between men in the same grades doing the same work and entitled under the scheme of the awards to the same salaries.

Evidence was given by the Secretary of the Public Service Board that immediately after the outbreak of the war the Public Service Board had, at the request of the Government, suspended payment of all increments to public servants controlled by the Board, and that this suspension applied to juniors. On the other hand, the New South Wales Inspector under the Commonwealth Public Service Act, stated that no suspension of increments had been requested or authorised by the Federal Government, and that the Commonwealth Public Service Commissioner had made no alteration in the Service.

"Mr. Cargill, appearing for the Railway Commissioners in this application, admitted that the Commissioners' proposal would cover apprentices and juniors who were working under the £110 per annum wage for adults, imposed upon the Public Service Board by Executive minute. It seems to me quite inconsistent for an Industrial Court to deprive a junior of an increment which will bring him up to the living wage, while Parliament grants substantial increments to more highly-paid officials.

"The application of the Commissioners is, in my opinion, wrongly conceived. It seems contrary to justice that the saving of expenditure which would be effected if the applications were successful should be imposed upon about 17 per cent. of railway employees. Any necessary reduction in expenditure should, I think, be achieved by some scheme which equitably distributed the burden over the whole of the Railway and Tramway employees. I therefore recommend that the applications be dismissed."

After reading this his Honor postponed consideration for one week to enable those interested time to thoroughly consider the recommendation.

ELECTION OF OFFICERS

RESULTS

PRESIDENT:
E. D. CAMPBELL (unopposed).

TREASURER:
E. LAWLESS.

VICE-PRESIDENTS:
V. G. KAVANAGH.
J. McDONALD.

EXECUTIVE:
M. A. O'DONNELL.
G. H. STOKES.
H. S. ODELL.

COUNCIL:

Traffic.
J. KEARNEY.
G. ARMSTRONG.
W. SARE.

Loco. Running.
GEO. SCHMIDT.
A. J. SMITH.
H. DAVIS.

Loco. Mechanical.
W. J. ARMSTRONG.
J. F. MUNRO.
F. PINKSTONE.

Trams Generally.
W. HARTILL LAW.
E. YATES.
J. KELLY.

Per. Way.
J. EYERS.
E. J. WELDON.
E. SAVAGE.

Railways Generally.
J. M. HARFORD.
R. J. WARBY.
H. GOODMAN.

P.L.L. CONFERENCE:

Delegates.
E. D. CAMPBELL.
CLAUDE THOMPSON.
V. G. KAVANAGH.
H. S. ODELL.

Alternate Delegates.
J. McDONALD.
M. A. O'DONNELL.
GEO. ARMSTRONG.
J. KEARNEY.

UNITY CONFERENCE:
E. D. CAMPBELL.
H. S. ODELL.
N. SMITH.
V. G. KAVANAGH.
CLAUDE THOMPSON.
C. LONDON.
J. McDONALD.
J. W. ROE.

EAST GRETA.

CONFERENCE WITH COMPANY

A conference between the directors of the East Greta Company and the East Greta Branch of the Association is being held in Newcastle to-day. The General Secretary (Mr. Claude Thompson) is attending on behalf of the "All Grades."

ENTERTAINING THE DELEGATES.

A DOUBLE PRESENTATION.

A very handsome compliment was paid to the delegates attending the 24th Annual Conference of the Amalgamated, when several hundreds of Service men attended the smoko concert held last Tuesday night, promoted to entertain the delegates and bring them in close touch with some of the men in the Service in the metropolitan area. A great deal of enthusiasm was manifested by those present, and when occasion was taken to present a handsome testimonial to the President of the All Grades, Mr. E. D. Campbell, and an inscribed gold medal to Mr. F. Burke, who for very many years occupied the position of General Treasurer of the organisation, the enthusiasm reached a very high degree. The whole of the proceedings throughout were marked with the utmost good feeling.

Besides all the members of the Executive, and almost all of the delegates to the Conference, there were present Messrs. F. Burke, W. A. Cuneo (stationmaster at Macdonaldtown), and many other figures well known throughout the Railway and Tramway Service.

Mr. Roe, of Darling Harbor, presided in his usual capable manner, and Mr. Gerrard acted as stage manager. An energetic committee, headed by Messrs. Lawless and J. Hamilton, looked to the welfare of the guests, and saw that sufficient liquid refreshment was available to prevent the many throats becoming parched.

The proceedings opened with a well-executed overture by Mr. Thomas and Odell Brothers (sons of Mr. Odell of the Executive). The toast of "The King" was most enthusiastically honored, and was followed by several songs and well-rendered musical items.

The chairman then announced that Mr. Godfrey (Newcastle) would make a presentation to the President (Mr. Campbell) on behalf of the members of the Association. This, he said, was the result of an endeavor to try, in some slight measure, to recognise the services rendered to the Association in particular and to unionism in general by Mr. Campbell, and was but the prelude to a more substantial gift that was to be given later on.

Mr. Godfrey, whose appearance on the platform was the signal for riotous applause, said the proposal to make a presentation emanated from the Newcastle branch, whose members he would like to have seen present to take part in the proceedings. Mr. A. A. Catts, of the "Co-operator" had also taken the matter up in an enthusiastic manner, and furthered their efforts. Without more preliminaries he would say that it gave him the greatest pleasure to present Mr. Campbell, their worthy President, with the illuminated address, which spoke for itself of the esteem in which he was held by the members of the Association.

Mr. Godfrey then handed the address over to Mr. Campbell, amidst applause.

The text of the address is as follows:

To Mr. E. D. CAMPBELL,
President of the Amalgamated Railway and Tramway Service Association,
Representative of the whole of the Employees on the Appeals and Superannuation Boards.

Dear Mr. Campbell,—

The Delegates representing the eighty branches of our Association, assembled at this 24th Annual Conference, desire to express the esteem in which you are held by all sections of the Railway and Tramway Service.

The efforts put forward by you on their behalf in your capacity as President of the All Grades and representative on the Appeals and Superannuation Boards have been and are most highly valued, and we trust you will be long spared to continue your work in these directions.

All those who have been brought into touch with you in either your official or private life have been impressed with your steadfast character, and we take great pleasure in making in this manner our appreciation known.

SIGNED BY

THOS. GODFREY, J. A. KENNY, D. M. YOUNG, Newcastle.
J. W. ROE, J. KEARNEY, Darling Harbour.
W. A. FELTON, Randwick.
WM. D. SADLER, Newcastle.
T. E. SPARROW, Parcels.
A. J. LATIMER, Eveleigh Fuelmen.
THOS. EATHER, Singleton.
A. W. HIGGINS, Picton
J. DICKSON, Guards and Shunters.
D. CLYNE, Mt. Victoria.
N. SMITH, Wollongong.
W. R. BAILEY, Penrith.
W. J. ARMSTRONG, C. LONDON, J. F. MUNROE, ALFRED B. PROUD, Sydney.
PERCY C. QUARTLEY, Eveleigh C. & W.
GEO. CARRUTHERS, Werris Creek.
J. L. LONG, Tram Signals.
H. F. DAVIS, Hornsby.
JNO. N. HARFORD, Signals.
C. C. CHAPMAN, Wyong.
HERBERT G. TIGHE, Tram Officers.
GUS. MULDER, Ultimo Trams.
A. C. WALLACE, Tram Traffic.
G. ARMSTRONG, Redfern.
W. SARE, Redfern.
JAS. E. KELLY, Electric Light.
T. M. GREEN, Culcairn.
J. E. McKINNEY, Orange.
J. HOURIGAN, Queanbeyan.
B. FALLON, Tamworth.
J. MALONEY, Bathurst.
P. F. LANDRIGAN, Taree.
G. H. MITCHELL, Narrabri.
D. McGRATH, Mandurama.
J. DAVIES, Newcastle Per. Way.
E. HINES, Granville.
O. McDERMOTT, Armidale.
D. LONG, Nyngan.
W. E. HOGAN, Cowra.
E. ROGERS, Goulburn.
P. MURPHY, Waterfall.
JNO. BEDFORD, Gunnedah.
WALTER TURNBULL, Byrock.
JAS. WALSH, Cootamundra.
C. LE BRETON, Junee.
HENRY J. FISHER, Temora.
THOS. H. MUSGROVE, Mudgee.
A. J. EVERS, Darling Harbor.
H. J. HOPKINS, Maitland.
F. THOMPSON, Narrandera.
J. J. GRIFFITHS, Eskbank.
A. S. TICKLE, Moree.
J. G. STRAUSS, Albury.
E. O. YATES, Randwick All Trades.
VICTOR E. KAVANAGH, J. McDONALD, Vice-Presidents.
EDMUND LAWLESS, Treasurer.
H. STANLEY ODELL, H. STOKES, M. A. O'DONNELL, Executive.
CLAUD THOMPSON, General Secretary.
ALFRED A. CATTS, "Co-operator."
Sydney, 16th Feb., 1915.

MANAGER OF THE "CO-OPERATOR."

Mr. A. A. Catts having been called upon by the chairman, said he felt it just as much an honor to help in this presentation to Mr. Campbell, as Mr. Campbell would feel to receive it. He thought there were few that had a better knowledge of what Mr. Campbell had done for the Association during the time that he had been President, and representative on the Appeal and Superannuation Boards, than he (the speaker) had. He had been in close touch with Mr. Campbell, and knew the amount of work that he put in on behalf of the Association. A large amount of the work work came under his (the speaker's) notice, and he could assure the members of the Association that Mr. Campbell's work was no cinch. He could assure them that the work done was no easy task, even for a man of Mr. Campbell's calibre. Both on the Appeals Board and on the Superannuation Board he had to take a personal interest in each case that came before him, and there was not the slightest doubt that he had done excellent work on both boards. In addition to this, so that he would be in a position to keep in thorough touch with the cases he had to take copious notes of the proceedings of both boards, which was no light task, and on top of all that he had presided over the destinies of the Association, and the manner in which the organisation had progressed was evidence of the good work of Mr. Campbell and his colleagues. He (the speaker) was glad to have been able to assist in bringing the proposal to make Mr. Campbell a presentation, to a successful conclusion. He was glad to think that when the proposal was mooted the delegates took the bit between their teeth, and had decided upon prompt action, and had resolved to take steps to make a more befitting presentation on some later date. He thought it an honor to be asked to testify to the value of Mr. Campbell's services. The address would be of value to Mr. Campbell, since it bore the signature of every one of the delegates attending the 24th Conference, and it would be a standing testimony of the esteem and respect in which he was held by the members of that Conference. He thought that the whole service would show their appreciation of an officer of the Association who had done so much for it gratuitously. (Prolonged applause.)

Mr. Clyne, delegate from Mount Victoria Branch spoke to the matter in similar terms. It was, he said, an unexpected pleasure to be asked to say a few words in praise of Mr. Campbell, whom he had known for many years as a sterling worker for the Association and an honorable and upright man. In the western districts, where Mr. Campbell had worked for a long time, no man was held in higher esteem, and the men in that district would read with delight the account of this presentation in the columns of the "Co-operator." As a representative of the per. way department he was very proud to say that Mr. Campbell had rendered them good service, and he hoped that he would be long spared to continue to give his valuable services to the Association, which was the richer and stronger for his efforts in the past. (Continued applause.)

Mr. Campbell, who was received with loud and continuous applause, said he could assure those present that he did not appreciate the honor conferred upon him on this occasion more than he did the honor of having been chosen to work for them in the past. He had no idea when he saw the matter of a presentation mentioned in the "Co-operator" that it was to end in this manner, but that morning he saw that the matter was mentioned in the "Daily Telegraph," and so he could not plead ignorance. He did not know, however, that his services had been appreciated to the extent set out in the address. It would be something for him to look at and remember in the days to come, when he would have to take to slippers and the inevitable rocking-chair. That time was approaching too swiftly for all of them, and when it came for him the address would be a continual pleasure to him, to know that up to the last he held the esteem and goodwill of his fellow-workers in the Association. Ever since he had been connected with the Amalgamated they had been in a state of fight, and he supposed they would continue to remain in that state. (A voice: "Let's hope so.") Nothing stiffened a man more than the knowledge that, no matter what difficulties he had to face, he had the esteem and confidence of his fellow-unionists; that his services were appreciated. As Mr. Catts had mentioned, he could assure them that the work of the Appeal and Superannuation Boards was of a severe nature. This was not the place to say what he would like to say regarding the proposed amendment to the Railway Act, but he would have something to say about it at the Conference. He thanked them from the bottom of his heart for the address, and more for the expressions of appreciation and for the manner in which such utterances had been received by the meeting. He hoped that at the end of his career as a railway man—which had extended over twenty-five years, and in the nature of things would soon terminate—he would retain the same esteem and respect of the men with whom he was associated, and that he would do nothing to forfeit that esteem. He could truthfully say that he had tried to do his duty. (Applause.)

At a subsequent stage of the proceedings the chairman called upon Mr. Campbell to make a presentation to Mr. E. Burke, who was for many years General Treasurer of the Association.

Mr. Campbell said that he esteemed it a great honor to be asked to make the presentation to Mr. Burke. It recognised in a very small way the immense services rendered to the Association by Mr. Burke during the time that he was its Treasurer. The presentation was not intended as a recompense for the work done by Mr. Burke; it had a much higher meaning than any cash value that could be attached to it. Mr. Burke was connected with the Association during the years when it met most of its trouble, and did more on its behalf than they could realise. He wanted to point out the strenuous nature of the work done by Mr. Burke and two others that were in the Executive with him, which was so much appreciated by the All Grades men. When these men took over the government of the Association there was an empty safe; there was nothing to carry on with. Messrs. Burke and his colleagues, Messrs. Catts and Brown, put their hands in their pockets, and advanced the money that was required to carry on the work, and those present could, therefore, realise that it was impossible to do anything in the nature of making a presentation in keeping with the value of the services rendered to the Association. The present was taking the form of a gold medal of the Association, suitably inscribed. He was sure that Mr. Burke would value the medal because of the sentiments that were attached to it, and would regard it as an indication of a desire to recognise his services in some measure. He knew that Mr. Burke would always continue to work for the principles of the Amalgamated. He hoped that Mr. Burke would be long spared to wear the medal. (Loud applause.)

Mr. Burke, in returning thanks for the presentation, said he accepted it as a token of the esteem and as a memento of the bond of fellowship that existed between the Association and himself. As Mr. Campbell had said, they passed through some strenuous times, but after getting through with their difficulties they succeeded in building up a fine organisation. The first year upon which he took office the funds amounted to £400, and in 1913 they had reached the respectable sum of £4000. He could say that, in conjunction with others, he had spent many a long hour at night in deliberation as to the best means of improving the conditions of the men in the Service. He advised those present to support the Executive officers, and to give them the same help and assistance that had been so freely given to his colleagues and himself. By this means they would progress and bring about what they all so much desired—one union of the whole of the Railway and Tramway Service. He trusted the Association would continue to live and grow. He would remain loyal to the Association and render it all the assistance he could. (Applause.)

The toast of "The Delegates" was proposed by Mr. Kavanagh, who pointed out the object of the Conference, to assist in forwarding the interests of the men in the Service. They were reaping many benefits through the efforts of the Association, and it was for them to make every effort to strengthen the Amalgamated, and so render it capable of adding to its usefulness.

Messrs. Griffiths and Kearney responded on behalf of the delegates, and the toast was duly honored.

Mr. Campbell then moved a vote of thanks to the chairman, Mr. J. W. Roe, speaking in highly complimentary terms of his control of the function.

Mr. Roe, in responding, said his one desire was to extend the principles of industrial unionism, which the Amalgamated stood for. That was why he allowed himself to be placed in these positions, since an immense amount of benefit was sustained through these gatherings. He paid a well-deserved tribute to those who had assisted in the night's entertainment, the committee and artists, all of whom had given their services freely and gratuitously.

The following gentlemen contributed items of a high-class character:—Messrs. Farrell (pianist), Lincoln, Barnett, Sparkes, Sheehan, Goodhead, Casey, Carruthers, Mitchell, and the Verena Boys.

It is noteworthy that many of the artists who assisted at the "smoko" were members of the Darling Harbour branch. Messrs. Gray (Verena Boys) are enthusiasts while Mr. Sparkes (late Tivoli) is always ready to lend a hand in the interests of the All Grades.

AMONGST THE DELEGATES.

The reception of the name of Mr. Thos. Godfrey, secretary of Newcastle branch, as one of the proposed district secretaries, proved that throughout the Service Mr. Godfrey is a most popular branch official and "All Grades" man.

* * *

The breezy personality of Mr. W. Smith was again a conspicuous feature of the Conference. It may be mentioned that Mr. Smith has again been elected as Mayor of Wollongong, a signal honor for one of the Amalgamated delegates.

* * *

Mr. C. London, of the Sydney branch, was elected time-keeper at the Conference, and carried out his duties with general satisfaction to all.

* * *

Mr. Cowling, the delegate from Trangie, was taken ill on Tuesday, and was unable to attend the Conference on Wednesday.

* * *

The solidarity displayed by the Newcastle delegates in moving the acceptance of the business sent down by ttheh branch was favorably commented upon by all present.

* * *

Among the speakers that distinguished themselves at the Conference, the delegate from Eskbank, Mr. Griffitbs, was well to the fore.

* * *

Mr. D. Clynne, the delegate from the Mt. Victoria Branch, was a tower of strength in the Conference. His powers as speaker and his ability were outstanding features.

* * *

Vice-President Kavanagh, who acted as chairman during the temporary absence of Mr. Campbell, displayed marked ability in handling the business.

* * *

The sympathy of the Conference went out to Mr. H. H. Hall, delegate from East Greta, who sustained the loss of his mother during the progress of thhe Conference. For this reason Mr. Hall was not able to complete his attendance at the Conference.

* * *

Messrs. Roe and Kearney kept Darling Harbour well to the front during the whole of the sittings of the Conference.

* * *

Mr. N. Smith, of Wollongong, has argumentative abilities of a pronounced character, and lost no opportunity to enliven the proceedings with his good humored thrusts and parries.

* * *

Mr. Rogers (Goulburn) made himself conspicuous by the forcible and convincing manner in which he put his arguments to the meeting, despite his own statement that his fighting days were nearly over.

* * *

Mr. Gus Mulder and J. L. Long are ardent advocates of the Mutual Aid Scheme, and left no stone unturned to forward the scheme at Conference. The prospects of this scheme are much enhanced as a result of their efforts.

* * *

Mr. B. Hines, the hard-working secretary of the Granville Branch, was in constant attendance at the Conference, and rendered good services to those he represented.

* * *

The President, Mr. Campbell, had a by no means easy task in handling thhe Conference, especially on one or two occasions, but the veteran displayed his usual tactfulness and good sense in dealing with difficult situations.

* * *

We are glad to note how well those stalwarts of the All Grades present at this Conference in Messrs. McDermott (Armidale), Long (Nyngan), Mitchell (Narrabri), Fisher (Temora) and J. J. McGrath were looking. The absence of any of these old identities would be at once noticeable at Conference.

* * *

The genial face of Mr. Rogers, the well-known president of the Goulburn branch, was again seen at the Conference, and he gave evidence on many occasions of the soundness of his industrial convictions.

* * *

The Tramway Service was well represented in Messrs. Wallace, Long, Mulder and Tighe, who fought well for resolutions of tramway concern.

THE SERVICE AND HIS WIFE.

Branch Secretary Bailey, of Penrith, is now on his annual holidays, and will not resume duty until the 23rd inst.

* * *

Night-officer D. Ferguson has been transferred from Liverpool to Petersham, and is being succeeded by Mr. W. Hansen, of the Goulburn relief staff. The "bloods" from the military camp who, make a rule of returning by the last train, miss Dave's tender and solicitous attentions.

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Mr. F. W. Jenz, N.O., Kelso, is enjoying 21 days' respite from the calls of his position. Relief-officer P. McDonald is relieving.

* * *

The department has lost a good servant and his comrades a staunch friend by the resignation of Mr. W. P. Barret from the Per. Way at Bathurst, to join his brother in business. All who know him wish "Paddy" the best of luck in his new venture.

* * *

Mr. W. C. Bradley ,S.M. at Strathfield, commenced his annual holidays on the 6th inst. He is spending his leave at Manly.

* * *

Mr. G. Armstrong, secretary of the Redfern branch, has resumed duty after his annual leave, which was spent on the mountains.

* * *

Our old friend John Norton, now supervising foreman on the big deviation works, Waterfall to Helensburgh, is climbing along nicely. He was recently in charge of the Cawley deviation works; and what Norton does not know about deviating, from blowing out a stump to holding a 28ft. jackhammer lectric charge, you could hide beneath a well-dressed thumb-nail. John now rides over his section, and because he is a good ganger the "Co-operator" wishes him further favors. He usually collects about ££0 for the hospital fund.

* * *

Mr. J. H. Saunderson has gone from the White Bay power house and is succeeded by Mr. B. Lees. Mr. Saunders was the hospital fund representative last year and collected £6/12/2. Mr. Lees has received a good recommendation as his successor.

* * *

On Sunday, Guard Richard Cox, so long and well known on the South and Main Suburban, ran the last train he will sign for in the Service. Having reached his sixtieth year, Dick, who looks well, will on Monday retire, and looks forward to a few years of rest before he enters the portals of eternal rest, to which it is believed we are the heirs. None who know Dick Cox will begrudge him a good time—a long and and happy time—whilst he is spared to old comrades and friends on the bosom of old Mother Earth.

THE TRAMWAY WORKERS OF EUROPE

REPORT UPON WAGES, HOURS OF LABOR AND CONDITIONS.

No. 1—GERMANY.

Last year the Executive Council of the American Federation of Labor appointed two representatives—Messrs. W. D. Mahon and L. D. Bland, to visit Europe and report upon the wages, hours of labor, and general conditions prevailing in the tram services of European countries. The report of the Commission was submitted to the Philadelphia Convention and published in several of the American labor magazines. Messrs. Mahon and Bland commenced their investigations in Germany, reaching Hamburg on June 23rd and leaving there in the early part of July for Paris. From the report it may be gathered that the tramway workers of Kaiserland belong to an organisation known as The Transportation Workers of Germany. There are 209 tramway concerns in the country, of which number 134 are in the hands of private companies; the other systems are owned and operated by local administrative bodies, district or municipal councils. In some cases there is joint ownership.

ORGANISATION.

The work of organising the German tramway men was difficult. Mr. H. Rathmann, a union official, said:—"Enemies and adversaries of the organisation were, and are still, to be found not only among our own fellow-workers, but also among the employers and among the capitalists, who have an influence upon government. There are probably very few industrial branches in which the capitalists are so closely connected, both financially and otherwise, with the representatives of officials of government as they are in our calling. The employers are using every conceivable means to get the tramway servants away from the organisation. The most extreme measures—and these have up to the present proved effective in the interest of the employers—have, so far, always been the propaganda and the promotion of the class spirit among the servants. As soon as this spirit is awakened, the organisation finds among the tramway employees enemies just as bad and just as obstinate as the employers themselves could possibly be. These fellow-workers put up with anything—brutal insults from their superiors, humiliations in the presence of passengers, absolutely insufficient wages and excessive hours. They see their children starving and their wives sitting over home-work almost day and night; but their class spirit does not allow them to go the only way which would lead to some less insufferable existence; the way of the modern organisation, the free trade union."

Organisation work commenced in 1906, and, in spite of difficulties, has met with considerable success, and according to Mr. Rathmann "there has been no improvement from any other source brought to the tramway workers but that has been done through the union."

There have been all kinds of opposition raised and all kinds of beneficial and fake organisations started to offset the work of the bona-fide union. Upon this subject, Mr. Rathmann in one of his reports says:—

"Welfare institutions have been developed among the tramway workers. Old-age, sickness and accident insurance are compulsory by law. This is not the case with regard to the pension. As far as the State municipal concerns come into the question, they have in the majority of cases established benefit funds without payment of contributions."

Among the private company concerns the employees are required to pay the dues in these concerns and levies from 4 per cent. to 6 per cent. are made for that purpose.

In opposition to the bona-fide union, all kinds of unions have been set up, such as religious and company concerns; then still other unions divided the men, placing the motormen in one union and the conductors in another, and it seems from the reports that it is hard for the organisation to hold its membership under the existing conditions. Upon that subject Mr. Rathmann in one of his reports says:—

"A sudden rush to join the organisation as soon as it is worth while, that is, to secure an increase in wage, and quite as sudden a rush to leave it as soon as the movement is over, seems to be a peculiarity of the tramway men, which, in spite of all educative efforts of our union, we have not been able to exterminate up to the present. Naturally the men injure themselves most by these tactics, since after every movement the vindictiveness of the employers comes into play, and thousands of men are afterwards turned into the street without their comrades or the organisations being able to interfere."

A sample of the negative organisations Mr. Rathmann mentions in his report is the Private Railwaymen's Union, "under the patronage of the representative of the Prussian Parliament." There are about 1,000 tramway men in this organisation, he states, "whose members are oppressed by officials in the executive, and whose whole purpose is to produce patriotic slaves."

Though the union has during the past three years fought on behalf of no less than 36,631 employees for an increase of wages, a shortening of the day's work, and increasing the number of holidays, the records for 1912 show that among all these members there were but 8,528 in good standing in the organisation. There can be no question but that the only movement that has been of any benefit to the tramway workers of Germany has been the efforts of the union and the work done by the trade unions of Germany in their behalf.

The strikes of German tramway employees have been of short duration, the longest on record being three weeks. This occurred at Konigsberg in 1912, and was bitterly contested by the employers. So successul have those movements been to the union tramway workers of Germany that the employing concerns began a campaign for special legislation to prevent the tramway workers from entering into movements of this kind.

WORKING CONDITIONS.

The organised workers of Germany have no general labor contracts. All contracts are made by the individual worker with his employer. He makes a contract to cover his probation period, then after he is accepted as a regular man he makes another contract. Except as the organisation has been successful in modifying them the contracts are severe in their demands, restrictions, and penalties. A sample of the regular employment contract follows:—

REGULAR EMPLOYMENT CONTRACT.

Agreement for conductors and drivers (motormen). Second Agreement (after having served for some time as extra hand).

Berlin, ———, 19—.

I hereby declare that I am prepared to accept employment as (conductor-motorman) under the Greater Berlin Tramway Company, and during the time I am in their employment I will submit to the following regulations:—

1. I submit in all points to the existing "General Regulations," for conductors and motormen. I am well acquainted with these regulations, and a copy of them has been handed to me. 'The General Regulations" form part of the conditions agreed upon between the company and myself.

2. The greater Berlin Tramway Company on the one side and I on the other side may give notice to terminate the agreement. Notice must

(Continued on page 2.)

TWENTY-FOURTH CONFERENCE OF THE "ALL GRADES"

(Continued from page 1.)

weer out in the unregistered wilderness; we were fighting for our existence as a union; we were, as I mentioned on that occasion, 15,000 industrial outlaws. Probably you will remember that on the second day of our last conference the application for registration came on for hearing before Mr. Justice Heydon. Owing to the presence of numerous delegates in town the General Secretary (Mr. Claude Thompson) was enabled to obtain their services as witnesses. The best thanks of the "All Grades" are due to those and many witnesses from all over the State who voluntarily tenderd their testimony in support of our application for registration. For eight long days eighteen unions opposed the granting of our registration, these unions having for their object "the betterment of labor and the improvement of industrial conditions." These unions that carry on their banners mottoes relative to "Labor the Hope of the World," whose banners are inscribed with hand and hand emblems, fought us bitterly and consistently, and I am proud to say, unsuccessfully. After a prodigious fight registration was granted, registration not on a conditional or restricted basis, but on an "All Grades" basis.

EXPANSION FOLLOWS.

The registration of the Amalgamated was the bitterest pill that sectional unions have had to swallow for many a long day. Some years ago, during the regime of the late General Secretary, Mr. J .H. Catts, M.P., the Association had to fight in the Arbitration Court against fourteen unions. The Association was successful then, were successful twelve months ago against 18 unions, and will, I am sure, be successful in all fights against sectionalism. After the triumph in the Industrial Court the organisation of the Association was undertaken. Mr. Corish made trips to the south and west, Mr. Kavanagh to the immediate west and to Mudgee, and Mr. McDonald to the north and south. Mr. M. A. O'Donnell journeyed to the South Coast, and Mr. G. H. Stokes made an amazingly successful campaign on the Mountains, doing particularly good work at Katoomba and Blackheath, whilst myself and the General Secretary made numerous trips to branches and to localities in and about the metropolis, Newcastle, Penrith, Bathurst and other places. The effect of this organising was to give the "All Grades" a flip forward. This expansion, which at one time brought in new members at the rate of 5000 a month, was unfortunately cut short by the war.

ASSISTANCE BY THE "CO-OPERATOR."

I must pay a tibute to the "Co-operator" for the great assistance rendered. Immediately an organising campaign was decided upon—in fact, before—the "Co-operator" came forward with the offer of a 33 per cent. subsidy. This was accepted and proved of material assistance. Furthermore, the "Co-operator" assisted with the printing and literature, the distribution of extra copies of the "Co-operator," and in numerous other ways helped in securing the successful results obtained. The expense of organising is heavy, and possibly without the assistance of the "Co-operator" the "All Grades" may not have been able to launch out in that confident manner which makes for success.

THE WAR.

The war has been made a peg by the department and the Government upon which to hang numerous excuses. It may be true that the war has detrimentally affected traffic and the prosperity of the country generally, but it has not affected traffic nor the conditions of industry to such an extent as the employers would lead us to believe. Unfortunately, just when the war broke out the Association had a number of Wages Board claims pending. These were before the Tramway Boards, No. 1 Board Per. Way), No. 2 Board (variaton), an appeal to the Industrial Court against the unsatisfactory award obtained in the No. 2 Board. These were held up. Subsequently his Honor Mr. Justice Heydon decreed that Wages Boards were not to sit except in specified cases. Since then he has relaxed this decree, but has not relaxed it as far as Government employees stand. Therefore the embargo on our Boards still stands. It is a matter for congratulation, however, that the constitution of all Railway Boards will expire on the 12th December next, after which they will be reconstituted, and our grand Association will have a splendid opportunity of obtaining representation commensurate with the importance of the organisation.

APPEALS BOARD.

During the year I have been kept exceedingly busy attending to my duties as the staff representative on the Appeals Board. In order that there should be no misconception I would like to point out that my duty as staff representative on that Board is to prevent employees from being unjustly punished, and in those cases where punishment has been inflicted to prevent as far as I can injustice. I maintain, however, it is no part of my duty to fight for the members of the staff who have been justly punished. To do so would impair my efficiency as a representative of the whole Service. No man, whether a member or not of our Association, can complain that as far as I am concerned he has not had a fair deal before the Appeals Board. Every man meets with the same consideration. Whether a man is represented by counsel, union secretary, or undefended, I have always done my best to place the employees' side of the case frankly and fairly before the other members of the Board when the time came for appellant to withdraw and the Board to sit in camera. That my efforts have been appreciated, the large number of congratulations I have received from all parts of the State eloquently testify.

NEW APPEALS BOARD BILL.

I regret that the Government have introduced a new Appeals Board Bill. This is with the idea of appointing a permanent chairman—something which the Association has fought for for many years; but the service will be re-grouped into eight distinct sections, each section to have one representative and one deputy, making sixteen in all. This grouping is on an arbitrary basis. It is unwieldy and cumbrous; it will prove unworkable and break down of its own weight. I say without hesitation, after having some years of experience on the Board, that although there will be an independent chairman the new order of things will be worse than the present. I urge this conference to fight against the constitution of an Appeals Board cast on sectional lines, and I suggest that the best means to do this is to bring pressure to bear on the Minister in charge of the Bill and upon the representatives of Labor in constituencies where such representatives are dependent on railway support for their election.

NEW RULES.

The experience of the past twelve months proved that the rules of our Association needed revision. They needed enlargement, and also more drastic provision for dealing with unfinancial members. The General Secretary (Mr. Claude Thompson) completed a draft of the rules. This draft was exhaustively debated by the Executive, and with amendments was unanimously approved of, and now they are placed before you with every confidence that you will appreciate the efforts of the Executive.

SUPERANNUATION BOARD.

My duties on the Superannuation Board brought me into very close touch with the operation of the Superannuation provisions of the Railways Act. I am aware that on the agenda paper before you to-day are many provisions relating to what I frankly confess are well-reasoned suggestions for amendment of the Act; but I venture to say it will not be wise to agitate for a re-opening of the question of the Superannuation provisions at present. For this reason there is a Bill now before the Parliament dealing with superannuation for the Public Service, and should the question of Railway superannuation be opened there is a danger that our special fund may be swamped in that of a Public Service Fund. This will be to the detriment of railway men. Frankly I confess that the Act is not as perfect as it might be. It needs amendment in certain directions, but I think it would be fair to give it a decent trial before approaching the Government for an amendment. Regarding the administrative side of the Board's activities, that has gone on automatically. I have heard very few complaints at all on the score of unfairness. Any member of our Association, or any employee in the Service, may rest assured that my best efforts will be devoted to the investigation of any legitimate and well-grounded complaint relating to superannuation matters that may be brought to my notice.

1915 MEDALS.

It is with pleasure that I have to state that our 1914 medals were keenly appreciated by many of our members throughout the State, and a large number disposed of. The 1915 medals have been even more sought after. Over 1000 have already been disposed of to members who have paid one year's subscription in advance. I regret to say that owing to the war and other causes the price of these medals has gone up to such an extent that conference will have to consider whether or not we can continue their issue in future on the present basis. Our practice has been to present a yearly medal to a member who paid a year's subscription in advance. After the expiration of the first quarter members who wish medals have had to pay the remaining quarters of the year's subscription in advance, plus 6d. the cost of the medal. Now that the price of the medals has been increased to 8d. if they wish it, delegate the task to if they wis hit, delegate the task to the Executive to inquire as to what method shall be adopted for securing the distribution of medals, or whether it is worth while continuing their issue when they cost so much money.

The General Secretary, in his report, has dealt very fully with the measures taken to safeguard the interests of Industrial Unions which were threatened by the proposed Industrial Arbitration Act. He has also dealt with a number of successes during the past year, the question of unfinancial members and a multiplicity of other matters of importance.

THANKS TO THE EXECUTIVE.

I am proud to be able to say that our present Executive have worked during the past year in perfect amity and accord. It is true that on occasions there have been sharp discussions, but there has never been anything but the most friendly feeling prevailing. The relations of the Executive toward the members of the Association have been most cordial; and my best thanks are due to the members of the Executive, the Branch Officers and Head Office staff for the help and assistance they have accorded me in the discharge of my onerous duties as president of this great growing Association.

There are a number of most important matters which you will be called upon to discuss, and much as I would like to expatiate on the glowing history of the Association during the past year, I must now leave you to your labors.

GENERAL SECRETARY'S REPORT

It was decided that the General Secretary should read his report paragraph by paragraph, to allow the delegates to comment upon the subjects dealt with. The text of the report appeared in the "Co-operator" of January 28th, and being a very lengthy document it is impossible to republish it here. The different clauses dealt with are shown under the heading contained in the report.

The first and second paragraphs were adopted without discussion.

REGISTRATION RESTORED.

On paragraph three there was much comment of a complimentary character concerning the good work done by the General Secretary, who a delegate stated, fought the registration case out, and won it without involving the Association in heavy law costs The General Secretary pointed out, in answer to an inquiry that the amendment to the rule referred to in the report was an alteration to rule 43, which appeared to sanction a strike, the registration being conditional upon this being done.

ORGANISING.

Paragraph four, headed "Organising," was adopted without discussion.

WAR AND WAGES BOARDS.

The General Secretary explained that the alteration of No. 10 Award in the finding regarding wages from 1/4 per hour to 1/1½ per hour was made on the authority of Judge Hamilton, who stated that a mistake had been made in the publication of the higher figure. The Association tried hard to get some satisfaction, but did not succeed.

SECTION 26, SUCCESSES.

Clause six, dealing with the successes of the Association in securing higher wages and better conditions for various classes of men in the service under section 26 of the Arbitration Act. was commented upon at some length.

Mr. Munro (Sydney) said that on several occasions the information that fitters' assistants had received increases had appeared in the "Co-operator," and fitters' assistants had come to him and said, "Where do we come in, we have not had any increase."

The General Secretary explained that in his recital he referred to some of the increases that were obtained during the time that Mr. J. H. Catts held the position of General Secretary. It appeared that some of the men did not get the advances they were entitled to.

Mr. Munro said that none of the men in the shop at Eveleigh got the increase.

Mr. Strauss (Albury): We get it in our shop.

Mr. W. Armstrong said that as far as he was aware, the fitters' assistants got the increase, but there were some that were classed as general labourers, and they did not receive it. As soon as they were taken into the pits they got it. He knew that if a man was put on to help a fitter he got an increase.

Mr. Davis (Hornsby) said the advance was given as dirt allowance. It came as a result of the Sim case, which they would all remember.

The General Secretary said that under No. 10 award there was an allowance for dirt money. The fitters' assistants in the running sheds and depots got the extra fourpence per day.

Mr. Rogers (Goulburn) said, with reference to the running staff, the fitters' assistants got 9/4, but there were fitters' assistants that were not classed as such but as general laborers, and they did not receive the extra money. The award provided for 9/4 to fitters' assistants engaged in runnning sheds and depots; it said nothing about dirt money.

CONSTRUING SECTION 26.

Paragraph 7, "Construing Section 26," was read by the Secretary. A sentence read: "During the year the Executive determined to instruct myself as General Secretary." The sentence, he said, was incomplete. The addition should be that he was to take proceedings in all cases in which there was thought to be sufficient evidence to guarantee success. The section was adopted.

OTHER CONCESSIONS.

Mr. Le Brereton (Junee) referred to a concession granted to the Junee railway men's picnic. It was, he said, understood that picnic concessions would only be granted to permanent employees, but they found that the local superintendent could grant permission to issue tickets to anyone, and it was not necessary to get the Chief Commissioner's consent.

Speaking on the subject of the yard men at Darling Harbor, Mr. Roe said that the Commissioner had promised to put the whole of them on full time, but the sweepers were not included.

The Secretary said that although these men were working at the Harbor they were not in the same department.

Mr. Roe said that the deputation which waited upon the Commissioner on this subject told him they wanted the Per. Way men to be included, that the deputationists represented the whole of the men.

The Secretary said that copies of the correspondence between the Commissioner and the Association had been forwarded to the Council. Mr. Thompson also mentioned that on the south-west line a stationmaster made them pay freight on stores amounting to about 8/- per fortnight—and through the efforts of the Association they got the market towns arrangements altered and so obviated this expenditure.

The section was adopted, as was also the next one, "Individual Cases." Paragraph ten, "Appeals Board," was adopted without discussion, and paragraph eleven, "Compensation," was likewise summarily dealt with.

SERVICE PAY FOR SOLDIERS.

Paragraph twelve, "Service Pay for Soldiers," provoked some discussion.

Mr. Harford (Signals) said there appeared to be some discrimination. In one case a temporary employee had been informed that he would not get the same treatment as the permanent men.

Mr. Clynne (Mount Victoria) said he understood that the Commissioner had backed down somewhat on his original decision.

The General Secretary said they had Mr. Hoyle's statement that the Service pay would apply to all employees of the Commissioner. This was another of Mr. Hoyle's famous promises. (Laughter.) The Commissioner was now treating each case "on its merites" as far as the casual employees were concerned.

Mr. Davis (Hornsby) said that a case had come under his noice where a man went away to the war, and his wife received part of his money, but as soon as the other men were placed upon short time the wife allowance was stopped. That was a very noble thing to do!

Mr. Yates (All Trades) said he thought it only right that people should realise that a temporary hand was a human being, and that he suffered quite enough by being the first to go when retrenchment took place, without placing him at a further disadvantage.

The clause was carried.

INDUSTRIAL UNIONS.

On clause thirteen, "Industrial Unions' Committee," the Chairman said that he had made late inquiries in regard to the new Industrial Bill and was advised that it would be presented next session, and that industrial bodies were all right. Unfortunately it was impossible to get a look at the proposed measure. They would, however, follow the matter up closely an' take ev'ry possible step to safeguard the interests of industrial unions.

Mr. Kavanagh (Executive) said that Messrs. Dooley and Bagnall had promised that when the Bill was introduced they would be prepared to hear the representations of the Amalgamated. He hoped that delegates would see that their representatives were pledged to see that their interests were safeguarded.

The clause was adopted.

BIG UNION CONFERENCE.

Paragraph fourteen, "Big Union Conference," dealing with the proposal for a big union outside the Service, was adopted without discussion.

EIGHT HOURS CELEBRATION.

Mr. Kavanagh suggested that a body such as the Amalgamated should have a banner of its own, which could be lent to country branches.

The opinion was expressed that when a branch won a prize the money should go to the branch funds, and not be divided among those taking part in the display.

MOTION OF SYMPATHY.

A vote of sympathy was passed to Mr. Musgrave, one of the delegates, who had to leave the meeting to attend a relative who was dangerously ill.

UNITY CONFERENCE.

On this paragraph there was a protracted debate.

The General Secretary said that since the report was written he had seen Mr. Lawton, who said they had had another meeting. The Secretary, continuing, explained that they had split on the old rock of a line of demarcation. On Friday last they met again but arrived at no finality. They could see their way clear as far as the loco. men, the tramway men and the officers were concerned, but as regards the traffic men they could not see much hope of agreement and it had been determined that the Amalgamated should confer separately with the Service unions, commencing with the traffic. In the meantime it was suggested that the conference carry a motion asking for affiliation with the Grand Council of Railway and Tramway Unions with the object of closer union. The whole matter was in a state of flux. If they could come to some agreement with the traffic union he thought that there might be a prospect of coming to a final understanding.

Mr. Godfrey said the other bodies wanted the Amalgamated to hand over their members, thus restricting the Amalgamated field, and he strenously objected to any such proceeding.

Mr. Dickson: What is the stumbling block?

The Secretary said the sectional unions wished to have control of the whole of the men in a particular department. The Amalgamated said that they were not prepared to give up some thousands of members, but they were prepared to discuss a line of demarcation. Messrs. Todd and Carroll wanted them to retire from the traffic field altogether, but they informed them that they were opposed to that proposition. They suggested that the Amalgamated had a big field elsewhere. This was the only stumbling block—that they were asked to hand over the whole of the field. If they could formulate a scheme of a give-and-take nature with the traffic union the outlook would be hopeful.

Mr. Mulder said others controlled a much less number of men than the Amalgamated, and they wished to take over their men. The chief opposition to unity came from the officials of the other unions, and they considered themselves first. The men, however, could be won over in spite of the officials.

Mr. Smith (Wollongong) said that the Amalgamated had advanced as far as it could with other unions to bring about one service union; and now the best thing to do was to combat them. He, too, thought the opposition came mainly from the officials of the sectional unions, and that they could convince the men, in spite of the officials, of the advantages of Industrial Unionism. Take the Traffic branch: There were five thousand men employed who were not in a union at all. The Amalgamated must force them to come in to them or to other organisations. They must do something to counteract the work of the sectional unions. He thought the Amalgamated had enough influence to achieve the objective if they held mass meetings with the object of getting men into the Association. Besides, he did not think the positions of the officials of the sectional unions would be jeopardised. There would be plenty of room for them.

Mr. Armstrong (Sydney) said there were 6800 men in the Traffic branch not in a union at all. These men were demanding amalgamation and he thought it was only a matter of getting after these men to secure them. It was the duty of the Amalgamated to educate them up to it.

Mr. Odell (Execuive) said it seemed that some of the speakers were afraid to hand over their members to another union. He had had similar experience in the old country, where they split on the same rock, but ended in forming the National Railway Union. They seemed to lose sight of the fact that a new name would have to be given to the united body so that it could not matter who took the men and who lost them. The central executive would have representatives from the various departments and officers would be required for each of these departments, so that the officials spoken of would have every chance of keeping their positions.

Mr. Kavanagh (Executive) said they claimed to be industrial unionists, and they were not going to back and fill to any of these sectional unions. If they would not come in the Amalgamated would have to go out and fight them and use the argument Industrial Unionism against Sectional Unionism—and they would win. The Amalgamated was in existence long before any of these sectional unions. In the old times men did not depend as much upon their unions as upon the individual pull they could exert on their member of Parliament, perhaps at the expense of their work-mates. The Amalgamated had taught them that the better way was to fight for all and not each for himself. When recently the Commissioner sought to suspend awards the sectional unions came along and said they must stand together to defend their position, which was proof that they recognised the advantages of unity when danger threatened.

Mr. Rogers (Goulburn) said that some time ago a meeting was held at Goulburn, to which all railway men were invited, for the purpose of considering the unity of all service men. The meeting was well attended, and all, with the exception of two, were unanimously in favor of one union. He did not think the delegates were present for the purpose of considering individuals, but with the object of acting as a solid body to fight in the interests of all. The principle of Industrial Uunionism was a combination of all sections of workers, and he thought that if they could come together they could settle everything to the full satisfaction of all railway and tramway employees. He advised delegates to stand to the one union idea, and that the Amalgamated. He was against any change of name, as the Amalgamated could take them all in.

Mr. Griffiths (Eskbank) contended that the other unions had as much right to expect the members of the Amalgamated to sink their identity as the Amalgamated had to expect the other unions to do so. He thought the best think to do was to call a general meeting of railway and tramway workers independent of any union. One thing he would insist upon, however, and that was that they must maintain the principle of industrial unionism.

Mr. Clyne (Eskbank) said he thought that if they dealt with the broad principle of industrial unionism it was as much as they could do. They could arm the executive with power to institute a vigorous propaganda. If they could agree on main principles details could be afterwards arranged.

Mr. Yates ("All Trades") said that as far as he was concerned, unless they could show him that it would be not only to his own benefit but to the benefit of all to join a particular union they could not be expected to do so. What they should do was to show the men that they would gain most by joining the Amalgamated.

Mr. Kearney (Darling Harbor) made a vigorous attack upon the sectional union officials, and spoke in favor of the principles of industrial unionism.

The Chairman spoke on the subject at some length, stating that throughout the negotiations the committee had kept in view the one object of an industrial union representing all branches of the Service. The suggestion was that the united body should be controlled by its own council elected by its own men, and that on matters of general policy there should be an executive. They had been requested to affiliate with the Grand Council but had said in reply that they could not do so unless they were acquainted with the constitution of that council. If they did so they would be traitors to the Amalgamated and would throw over men in some twenty or thirty branches of the Service. They carried a resolution inviting a meeting with these unions to see if they could arrive at some basis of unity. The worst difficulty was the attitude of the Traffic branch. The Amalgamated representatives would agree to anything that would not sacrifice the principles of the Amalgamated.

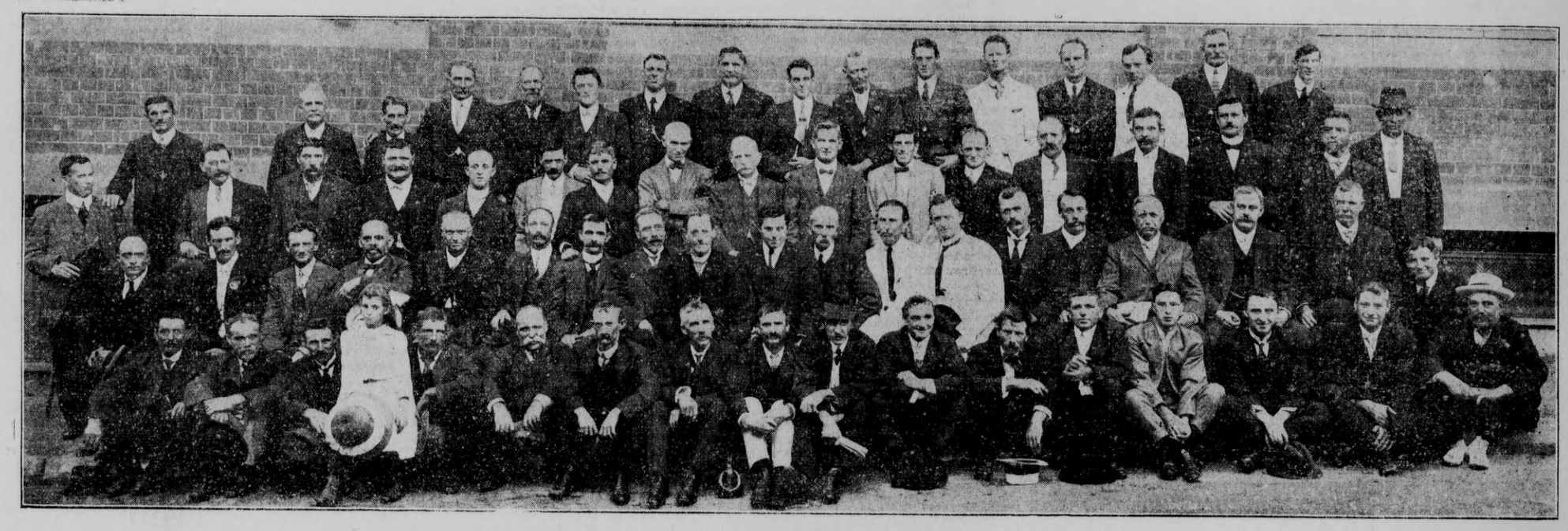
Mr. Long spoke in a similar vein. He thought that if organisers got out among the members of sectional unions large numbers would be brought to see the advantages of industrial unions. He did not attach much importance to the plea that it would hurt the feelings of a few people because the movement would be for the benefit of the vast majority. The Amalgamated was the oldest association, and they were holding their 24th annual conference. They were the mother organisation and should ask their children to come in. They wanted them all to come in—for their own benefit.

The Chairman, in reply to Mr. Roe, said that a referendum had not been mentioned during any of the negotiations.

Mr. McDonald was strongly opposed to any affiliation with the Grand Council, which had no power whatever. He pointed out that during the tram strike some years ago the Council showed its powerlessness and

(Continued on page 7.)

Delegates at the Twenty-Fourth Conference of the Amalgamated.



FRONT ROW: H. T. FISHER (TEMORA), J. McGRATH (MANDURAMA), P. F. LANDRIGAN (TAREE), R. WALSH (COLLARENDABRI), DOREEN WALSH, R. MITCHELL (NARRABRI), J. BEDFORD (GUNNEDAH), J. WALSH (COOTAMUNDRA), G. STRAUSS (ALBURY), M. A. O'DONNELL (EXECUTIVE), H. H. HOPKINS (MAITLAND), F. J. THOMPSON (NARRANDERA), T. MUSGROVE (MUDGEE), T. D. SPARROW (PARCELS), J. KEARNEY and J. W. ROE (DARLING HARBOURS, E. LE BRETON (JUNEE).
SECOND ROW: J. J. GRIFFITHS (ESKBANK), J. F. MUNRO (SYDNEY), A. C. WALLACE (TRAM TRAFFIC), A. PROUD (SYDNEY), J. HOURIGAN (QUEANBEYAN), W. SARE (REDFERN), A. YATES (ALL TRADES), E. ROGERS (GOULBURN), E. LAWLESS (GENERAL TREASURER), V. G. CAVANAGH (VICE-PRESIDENT), E. D. CAMPBELL (PRESIDENT), CLAUDE THOMPSON (GENERAL SECRETARY), J. McDONALD(VICE-PRESIDENT), J. McKINNEY (ORANGE), G. MULDER (ROZELLE TRAMS), J. L. LONG (TRAM SIGNALS), H. G. TIGHE (TRAM OFFICERS), O. McDERMOTT (ARMIDALE), B. FALLON (TAMWORTH).
THIRD ROW: A. A. CATTS (MANAGER, "CO-OPERATOR"), H. S. ODELL (EXECUTIVE), A. S. TICKLE (MOREE), W. SADDLER, D. YOUNG (NEWCASTLE), B. C. QUARTLY (CAR & WAGON), C. LONDON (SYDNEY), P. MURPHY (WATERFALL), B. HINES (GRANVILLE), H. H. HALLS (EAST GRETA), A. W. HIGGINS (PICTON), J. DAVIS (NEWCASTLE PER. WAY), C. C. CHAPMAN (WYONG), D. CLYNE (MT. VICTORIA), D. LONG, (NYNGAN), J. E. KELLY (ELECTRIC LIGHT).
FOURTH ROW: W. TURNBULL (BYROCK), W. ARMSTRONG (SYDNEY), T. GODFREY (NEWCASTLE), T. M. GREEN (CULCAIRN), T. COWLING (TRANGIE), J. DICKSON (GUARDS & SHUNTERS), N. SMITH (WOLLONGONG), J. MOLONEY (BATHURST), J. HARFORD (SIGNALS), G. H. STOKES (EXECUTIVE), B. FELTON (RANDWICK),EO. ARMSTRONG (REDFERN), H. F. DAVIS (HORNSBY), W. HOGAN (COWRA), J. O'SULLIVAN (EVELEIGH), W. R. BAILEY (PENRITH).

THE CHARGE OF THE LONDON SCOTTISH.

By Will Ogilvie in the "Edinburgh Scotsman."

"Forward to Ypres!" the order came,
And gaily and glad went they,
To stand in the front for honor and fame,
As their comrades before then did many a day.

Long route marches through London Town
Had metalled them hard and clean.
The sun of Paris had burned them brown
In the waiting weeks between;
And every man with the martial pride
That soldier hearts attain
Was ready to go where need should guide,
Again, again, and again.

Our cavalry's lines were sorely pressed
Beneath the brow of the hill;
The command was, "Over the open crest,
And down among the enemy's guns with a will."

Roar of cannon and scream of shell
Was the brave boy's christening fire;
What though a score of the boldest fell,
They had won their hearts' desire.
And never the Scottish Foot goes back,
As long as the bugles call;
They closed their lives and they kept their track,
And the same joy sang in them all.

The deadly shells at their shoulder broke,
And the shrapnel shrieked and tore,
But only the wider the heroes woke
To the pride of the land whose kilts they wore.

Brave, unfaltering, on they came,
To the very trenches' side;
Straight to the murderous muzzles of flame—
A troop untested, untried.
Ten to one were their foemen set;
Thrice they reeled to the strain,
Re-formed—and charged with the bayonet
Again, again, and again.

The enemy broke, the enemy fled,
And the way and the day were done;
The ages will honor our heroes dead,
And honor forever what the Scottish have done.

They learned to be soldiers far from here,
For our sons must wander wide;
But the spirit that gave them their scorn of fear
Was cradled in Scotland's pride—
The pride that, whether 'tis Border born
Or nursed in a Highland glen,
Stands aye for the land where the kilt is worn,
"Again, again, and again."

When regulating pills are required, it is always wise to obtain them from a reliable chemist, as many of the so-called female pills contain drugs which are both useless and injurious. There is no chemist whom the writer has so much confidence in recommending as T. Jones, of 45b Market-street, Sydney. His advice is always the best. Write and obtain it, free of cost.*

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One bottle alleviates Kidney Congestion, Backache and all allied ailments. Post free, 2/6.
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THE AFFAIRS OF WOMEN

I am Always at the Disposal of our Women Readers.

IN THE past a considerable benefit has been conferred on our readers by this office undertaking city shopping on their behalf. A forward move has now been made by the engagement of the new editress, who has, besides her journalistic capacity, a keen knowledge of values, and thus she should be able to render a real service to our country friends. The "Co-operator" is sure Violetta Boyce is able to buy absolutely to the best advantage, and an invitation is extended to readers to try this service. There is no charge collected anywhere for this.

THIS PAGE is devoted exclusively to the interests of women. Those who desire advice are invited to write direct to Violetta Boyce, care of the "Co-operator," and every communication will receive prompt attention.

THE FOUNDER OF MODERN NURSING.

"To be a good nurse one must be a good woman"
—Florence Nightingale.

Amongst other things which the great war has forced upon our attention is the vast importance of skilled nursing, and the valuable work of the British Red Cross Society has thus been brought prominently to the front. In his admirable "Life of Florence Nightingale," Sir E. T. Cook makes it clear that this heroic lady, though not the founder of nursing, was the founder of modern nursing, because she made public opinion perceive, and act upon the perception, that nursing was an art, and must be raised to the status of a trained profession. Mr. Stephen Paget, F.R.C.S., calls her the reformer of hospital nursing; not only the reformer of nursing, but a leader of women, who raised the art of nursing from a menial employment to an honoured vocation. She taught nurses to be ladies, and she brought ladies out of the bondage of idleness to be nurses.

Before the work of Florence Nightingale began to tell on public opinion nursing was looked down upon, ill-paid, and unorganised. At the end of the first half of last century, when she decided to take up nursing, she had friends who made her feel as if she wished to be a kitchen-maid. Wages of nurses were then from fourteen to sixteen pounds a year; there was no uniform dress; and they cooked their own food, which they bought for themselves, and ate their meals in the ward kitchen or scullery. It seems Charles Dickens did not exaggerate much in his picture of Sairey Gamp. Now we have an army of cheerful, healthy, well-trained, well-equipped women.

When Florence Nightingale found that she could not get the requisite training in England, she spent some time at Fliedner's Institute of Protestant Deaconesses at Kaiserswerth, in Germany. She found that the institute was run on the lines of poverty, simplicity, and common-sense, and concluded that nursing could be made a calling for women, and no mere desultory occupation. She had further experience while in charge of a nursing establishment in Harley-street, London. She had visited the hospitals of London, Edinburgh, Dublin, and Paris. Her great opportunity came during the Crimean war, when she was called to become superintendent of the female nurses in the hospitals in the East. All the world knows how heroically and well she reduced chaos to order, and 'hundreds of brave men attested with their dying breath how nobly Miss Nightingale's self-imposed task was done.' In her position she showed nerve and skill, was gentle, wise, and quiet, and seldom in bustle or a hurry, though so much depended upon her. The large sum of money subscribed by the British Empire as a tribute to her work was utilised in founding the National Training School for Nurses at St. Thomas's Hospital, which was opened in 1860. Miss Nightingale's own plan was to see that nurses should have their technical training in hospitals specially originated for the purpose, and that they should live in a home fit to form their moral life and discipline. Emphasis was laid on the qualities of punctuality, quietness, trustworthiness, personal cleanliness and neatness, and on ward management. A portion of the sum was set apart for the training of midwives for the poor. The addresses to nurses we have mentioned as just issued are religious in tone, and at the same time extremely practical. In asking real workers to enter into the immense field of nursing, made more immense by the opening out of London district nursing at the bedsides of the sick poor, Florence Nightingale says: 'A woman who takes a sentimental view of nursing (which she calls ministering, as if she were an angel) is, of course, worse than useless. A woman possessed with the idea that she is making a sacrifice will never do; and a woman who considers any kind of nursing work beneath a nurse will simply be in the way. . . Nurses' work means downright work, in a cheery, happy, hopeful, friendly spirit. An earnest, bright, cheerful woman, without the notion of making sacrifices, etc., perpetually occurring to her mind, is the real nurse; a woman with a healthy, active tone of mind, plenty of work in her, and some enthusiasm, who makes the best of everything, and, above all, does not think herself better than other people.' This is sound, practical good sense.

Again we find her saying that it is not the certificate that makes the nurse or midwife; that no training is of any use unless one can learn to feel and think out things for one's self; and that a nurse must be a missionary, not as a minister or chaplain, but by the influence of her own character. To those who say that medicine is the corrective process she replies that it is no such thing; 'medicine is the surgery of functions.' In a nutshell she gives the foundation laws of health: 'When we obey all God's laws as to cleanliness, fresh air, pure water, good habits, good dwellings, good drains, food, and drink, work and exercise, health is the result; when we disobey, sickness. One hundred and ten thousand lives are needlessly sacrificed every year in this kingdom by our disobedience, and two hundred and twenty thousand people are needlessly sick all the year pound.' This was the ideal held up by Florence Nightingale. She believed that prevention was better than cure; nursing the well was of as much importance as nursing the sick—the putting of the constitution in such a state that it will have no disease or that it can recover from disease.

The great war in which we are engaged has stimulated the Red Cross movement, as well as every other form of nursing. Henri Durrant had been an eye-witness of the sufferings of wounded soldiers, without attention, at the battle of Solferino, and, inspired by the work of Florence Nightingale, he did not rest until, at an international conference at Geneva in 1864, the Red Cross idea was formulated by Red Cross methods the wounded are first treated on the battlefield by the field ambulance, and placed in the field hospital, from which they are conveyed by the Red Cross detachment to the emergency or general hospital. A feature of the interest and sympathy awakened at the outbreak of the war was the number of British homes, yachts, and buildings which were at once offered as hospitals; nearly three thousand highly skilled nurses were available for despatch if necessary, and sixty thousand other helpers were forthcoming. The Admiralty and the War Office have officially recognised the British Red Cross Society, and agreed that all offers of voluntary assistance made with regard to the sick and wounded should reach them through this organisation. The society was inaugurated in 1905 by Queen Alexandra

ANGEL FOOD CAKE.

A little more rest and a little less hurry,
A little more calm and a little less worry,
A volume of smiles and an ocean of love,
A face as serene as the blue sky above;
A life full of trust and no longing or sighing,
No space and no room left for sorrow and crying.
The result is sure to come without having to bake,
And you'll find it far sweeter than the sweetest of cake.
—Anon.

TIPS ABOUT YOUR MANGLE.

The small mangle, which is now such a convenience to every housewife, is often made to do double duty as wringer and mangler, but I want any of my readers who are practising this supposed economy to take my advice and purchase a wringer with rubber rollers just as soon as they can afford it. You see, wringing wet clothes between wooden rollers makes them quite unfit for their own proper work.

Keep your mangle scrupulously clean by covering it with a large wrapper when not in use. Before passing the washing through it, the rollers and boards should be dusted with a clean cloth, and the rollers screwed down so that they will squeeze the garment with sufficient pressure. Be sure to loosen the screws, though, when you have finished, or else the springs will be weakened and be very liable to break.

REFRESH IT OCCASIONALLY.

When buying a mangle, see that you understand exactly where the oiling holes are, and whenever it seems the least bit stiff or groans as it is worked, just proffer a little refreshment. An occasional oiling with paraffin is good, because this prevents the surfaces becoming clogged with dirt, but it must never be considered as a substitute for machine oil, which, so far as real economy is concerned, should always be of the very best quality.

All the articles that you wish to mangle need special care in folding. See that big articles like sheets are not too wide for the rollers, and keep all buttons inside, unless you want your mending-basket filled to overflowing.

It is a good plan to sprinkle dry garments with hot water, and roll them up tightly before folding, so that they may be equally damped. If you san set the folded garments aside in a pile overnight, you will be all the better pleased with the result, as the pressure of the pile half does the mangling.

You will find starched goods easier to iron if you pass them through the mangle, but they should be placed in the folds of a linen cloth, so that the rollers are not soiled by the starch. As soon as woollen goods are dry they should be folded, mangled immediately, and then set aside to air.

What I have said about the care of the mangle applies equally to the wringer. Do not pass garments hot with starch or boiling water through the rubber rollers, and wipe the wringer thoroughly before putting it away. If you find the rollers are becoming greasy or soiled, clean them with a cloth dipped in turpentine, and when at last they become rough and tend to tear the garments, have them renewed. Then your mangle or your wringer will be as good as new again.

TABLE TALK.

An unfortunate altercation took place at a well-known city cafe last night at dinner. One of the diners called for some Turkey without Greece, and the waitress rather rudely replied: "You must be a German?" He said: "No, I'm Hungary." His friend then nudged him, saying: "Be careful; don't Russia, or she won't Servia." The waitress then retired, but returned again immediately, saying: "Do you intend to Roumania?" The man replied: "Certainly; I want Samoa." The waitress then became annoyed, and said: "Ring the Belgium, and I'll call Nancy; it will cost you a New Guinea."—"Typo. Journal."

MY BEST RECIPE.

JAM ROLY-POLY.

Ingredients: 4 tablespoonfuls flour, 4 tablespoonfuls breadcrumbs, ¼lb. suet, ½ teaspoonful baking powder, ¼ teaspoonful salt, milk or water to mix, 3 large spoonfuls jam.

Method.—Mix the flour, salt, baking powder, suet, and crumbs together. Add enough milk or water to make a soft dough. Roll out lightly on a floured board into a long narrow strip. Spread this freely with jam, taking care not to get too near the edge of the pastry. Damp the edges and roll up the strip. Prepare a scalded and floured cloth, and roll the pudding in this. Secure the ends tightly with string. Place in a pan of fast boiling water, and boil for two hours.

RAISIN ROLY-POLY.

Ingredients: ½lb. flour, ½lb. breadcrumbs, ½lb. suet, ¼lb. sugar, ½lb. stoned raisins, ½ teaspoonful baking powder, water or milk to mix.

Method.—Make the suet crust as already described with the addition of the raisins. Form this into a bolster-shaped roll, and place in a scalded and floured cloth. Boil for two and a-half to three hours, and serve with cornflour sauce.

FIG ROLY-POLY.

Ingredients: ½lb. flour, ¼lb. breadcrumbs, ¼lb. suet, ½ teaspoonful baking powder, ½lb. figs (stewed), milk to mix.

Method.—Prepare the suet crust and roll it out as for jam roly-poly. Arrange the stewed figs on this, and roll up. Fasten securely in a cloth, and boil for two and a-half hours. Serve with hot custard sauce made with custard powders.

N.B.—If suet is not available, dripping is equally good and nutritious. If all flour is used, then more suet is required.

TREACLE ROLL.

Ingredients: ½lb. flour, ¼lb. breadcrumbs, ¼lb. suet, teaspoonful baking powder, 3 tablespoonfuls treacle, milk to mix.

Method.—Mix the flour, breadcrumbs, suet, and baking powder with the milk. Well grease a pudding basin, and place the treacle in the bottom of this. Place the mixture on top, cover with a greased paper, and steam for two hours. Turn out and serve at once.

N.B.—When the suet paste is cooked in a basin with the treacle in the bottom, it is lighter, and the treacle coats the pudding when turned out.

LEMON ROLY-POLY.

Ingredients: ¼lb. flour, ¼lb. breadcrumbs, ¼lb. suet, grated lemon rind, ½ teaspoonful baking powder, lemon curd, milk to mix.

Method.—Prepare the suet pastry. Roll out and spread freely with the lemon curd. Tie in a cloth, and boil for two and a-half hours. Turn out and coat the pudding with lemon curd.

SPONGE ROLL.

Ingredients: 2 eggs, ¼lb. sugar, ¼lb. flour, 3 tablespoonfuls jam (hot), ½ pint custard.

Method.—Beat the sugar and eggs together. Add the flour and ½ teaspoonful baking powder. Spread the mixture on a well-greased paper to the thickness of ½in. Bake quickly for five minutes. Heat the jam. Remove the sponge mixture, turn it on to a sugared board, and remove the paper. Spread quickly with the hot jam. Roll up and trim the edges. Coat with thick custard, and serve.

ORANGE ROLY-POLY.

Ingredients: ¼lb. flour, ¼lb. breadcrumbs, 2oz. ground rice, ¼lb. suet, 1 teacupful sugar, ½ teaspoonful baking powder, juice of 2 oranges, 1 egg.

Method.—Mix all the ingredients together, and tie bolster fashion in a cloth. Boil or steam for two and a-half hours. Serve with golden sauce, made by heating equal quantities of treacle and boiling water.

SAVOURY MEAT ROLY-POLY.

Ingredients: ½lb. flour, ¼lb. breadcrumbs, ¼lb. suet or dripping, salt and pepper, water to mix, ½lb. minced meat, 1 small onion.

Method.—Prepare the suet pastry as already described. Roll this out, and spread the pastry with the minced meat, well seasoned and moistened with gravy, water, or stock. Add also the onion chopped very small. Roll up the pastry. Tie in a cloth, and steam for three hours. Serve with some good brown gravy.

POINTS TO REMEMBER WHEN MAKING SUET PUDDINGS.

1. Puddings to be boiled must be placed into fast boiling water, and enough water to cover them.
2. The water must be kept boiling all the time, otherwise the pudding will not be light.
3. It is advisable to place a small plate at the bottom of the saucepan to prevent the cloth sticking.
4. When mixing the suet pastry, allow half as much suet as flour.
5. The addition of breadcrumbs makes the pastry light; less flour is then required.
6. When adding the fruit or jam, do not be afraid to use plenty of it.
7. The pudding must be served very hot; therefore, dish it and serve immediately. A steamed pudding should never be placed in the oven to keep it hot, but kept in the boiling water until required.

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Rex Sheep Tongues in Jelly, 1lb. tins.
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RAILWAY AND TRAMWAY HOSPITAL FUND.

MONTHLY MEETING.

The monthly meeting of the Railway and Tramway Hospital Fund was held in the Railway Institute on Jan. 30, when there were present:—Mr. W. H. Swain (president), Messrs. Keddie, J. W. Wright, J. H. Carr (vice-presidents), Mr. James Smith (treasurer), Mr. Robert Bowmaker (auditor), Mr. W. A. Cuneo (secretary), Mr. Geo. Birchmore (auditor), Messrs. R. D. Wright, Nicholsen, E. E. Freeman, Geo. Wray, P. Tinkler, O. Joyce, K. Davidson, R. Hughes, S. Hinsen, F. Ardill, and J. A. White (committeemen).

CORRESPONDENCE.

Correspondence included letters from Dist. Supt. Fox, Newcastle; the secretary of Yass Hospital; the Singer Manufacturing Co., re advertising in the annual report; Mr. Stanley Jones, re late lists and money; and many others covering detail of hospital work, appointment and resignation of collectors, etc.

The secretary explained that the secretary of Yass Hospital had sent him certificates for two patients who were in with smallpox, but no charge was made because the Commissioner had paid 20/- per week for the maintenance of these patients. The secretary was of opinion that the fund should also recognise their obligations. Mr. J. W. Wright, Mr. E. E. Freeman, Mr. Tinkler, and Mr. Bowmaker spoke in favor of the fund making some offer to the hospital. The committee as a whole thought the Yass Hospital had been very honorable, and that the fund, too, should act honorably, and pay the hospital some, if not all, of the agreement cost. It was resolved that the account for the patients be written for and the amount as per agreement paid.

The secretary introduced some instructional clauses he drafted with a view to issuing them to various collectors with the New Year's lists. He was of opinion that the circular would be beneficial to the fund, and might minimise a lot of delay. The circular being read, the matter it contained met with general approval, but the question whether to make it a poster or private circular to collectors only was debated. After discussion it was decided to have the circulars printed at the price quoted by the "Co-operator."

Concerning the Johns' late list matter, the secretary said that Supt. Fox, of Newcastle, had the file of papers, and no doubt a settlement would soon be effected. He had also written to the resigning collectors, thanking them for their past services, and for nominations of successors, to whom he had also written.

ACCOUNTS.

The secretary said that, as it was the last clearance meeting of the financial year, he had presented the usual fee and donation accounts, in order that all debts for the year would be properly charged thereto.

The following accounts were then read and passed for payment:—

Name of Hospital.	No. days.	£	s.	d.
Prince Alfred	350	37	10	6
Sydney Hospital ..	120	12	17	4
St. Vincent's	142	12	0	0
Coast Hospital ...	124	18	12	0
St. George's	33	3	10	9
Marrickville	30	3	4	4
Western Suburbs..	69	7	7	10
Newcastle	107	11	7	11
Wallsend	24	2	11	6
Syd. Homoeopathic.	16	1	14	4
Quirindi	19	2	0	9
Armidale	21	2	5	0
Lithgow	44	4	14	4
Nepean Cottage ..	6	0	12	10
	1105	£120	9	5

Refunds: Ambulance fees, 6s. 6d. Fees: Bowmaker and Burchmore (auditors), £10 10s.; James Smith (treasurer), £15; petty cash, 12s. 7d.; treasurer's petty cash, 14s. 11d.; donation to Civil Ambulance, £10 10s.; donation to Railway Institute, £1 1s.; Townsend and Co. (printing), 12s. 6d. Total, £51 0s. 10d. Grand total, £171 10s. 3d.

The donations to the Ambulance and Institute were passed by separate resolutions.

The secretary reported that he was well forward with the annual report. When he endeavored to strike the bonus tables he found it a bit of a surprise packet. The bonus he was able to distribute amounted to 1/6 per head per day, or 10/6 per week. He found that, although there was an increase of £458/2/2 on the nett revenue, there was a very large increase in the number of patients, and in the number of days they were treated. In the former the increase was no less than 40 per cent., and in the latter 39 per cent. The cost of maintenance increased in like ratio. Last year it amounted to £881/14/2; this year to £1322/6/10, an increase of £440/12/8, or about 47 per cent. Notwithstanding, they were able to divide £825/13/- bonus money, pay all expenses, and hold a balance to carry them over the barren period.

The president, and also the vice-presidents and committee, thought it was a matter to congratulate themselves upon, as 10/6 per week was very good, and the figures given by the secretary showed a large increase in number of men that fell sick. It was unanimously decided that a bonus of 1/6 per day per patient treated be declared.

The First Sea Lord, "Jack" Fisher, was asked by the Press of the United States for a Christmas message to the American people. He forwarded part of William Watson's poem, which reads:—

Art thou her child, born in the proud midday
Of her large soul's abundance and excess:
Her daughter and her mightiest heritress,
Dowered with her thoughts, and lit on her great way
By her great lamps that shine and fail not? Yes!
And at this thunderous hour of struggle and stress,
Hither across the ocean wilderness,
What word comes frozen on the frozen spray?
Neutrality! The tiger from his den,
Springs at my mother's throat, and canst thou now
Watch with a stranger's gaze? So be it then!
Thy loss is more than hers; for, bruised and torn,
She shall yet live without thine aid, and thou
Without the crown divine thou might'st have worn.

BY SPECIAL ARRANGEMENT. WE NOW SUPPLY
School Children's Spectacles at Half Price
4s. 6d. Complete in Case. Doctor's Prescriptions a speciality.
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TWENTY-FOURTH CONFERENCE OF THE "ALL GRADES"

(Continued from page 5.)

its ineptitude to deal with industrial matters.

Mr. Roe moved that at the next meeting of the Unity Conference the Amalgamated representatives ask the Conference to consider the question of a referendum of the whole of the railway unions.

Mr. Smith (Wollongong) opposed the idea of a referendum as he considered it a crude and unsatisfactory method of obtaining a decision. They had taken up a certain stand, and the Amalgamated representatives should be given credit with possessing sufficient tact to carry the matter through in a friendly spirit. He advocated a compromise in non-essentials. He did not think that if a referendum were taken a big vote would result or that the decision would be binding upon all the parties..

Mr. Kearney (Darling Harbor) also spoke in favor of the motion, stating that a decision by means of a referendum would mean by consulting every man concerned, and it would be impossible to get a wider decision.

Mr. Godfrey (Newcastle) supported the resolution, and Mr. London (Sydney) spoke against it.

Mr. Roe (Darling Harbor) having replied, the motion was carried by a large majority.

The question of affiliation with the Grand Council was then deleted. The generally-expressed opinion was that the Grand Council was merely an ornamental body, and that affiliation would be a valueless proceeding on the part of the Association.

The suggestion was turned down in a most emphatic manner.

UNFINANCIAL MEMBERS.

Mr. Godfrey moved the adoption of this clause, and since resolutions 16, 17, 18, and 19 dealt with the same subject, these matters would be considered at that stage. The adoption was carried.

DISTRICT SECRETARIES AND ORGANISERS.

Mr. London (Sydney) moved that the clause be held over until discussion on motion 15 was entered upon.

Mr. Smith (Wollongong) thought this clause should receive close attention from Conference, and the Executive. He approved of the system of district secretaries, and thought a great deal of good would accrue. The appointment of permanent officers might be deferred for the present, and men willing to hold the positions temporarily appointed. Mr. London's motion was carried.

WAR RETRENCHMENT.

This clause was adopted on the voices without discussion.

NEW HEAD OFFICES.

This clause was adopted on the voices without discussion.

VARIOUS MATTERS.

This clause was adopted on the voices without discussion.

CONCLUSION.

To the accompaniment of hearty applause, this clause was adopted on the voices.

BALANCE SHEET.

The Balance-sheet was then presented and considered.

Mr. Godfrey (Newcastle) moved the adoption.

Mr. Mulden (Tram Traffic) referred in complimentary terms to the General Secretary, and his efforts to keep the legal expenses down. The present year's legal expenses only amounted to £2 2/-. He pointed out that in other years they had spent many hundreds of pounds under this head. A great number of questions were asked, and satisfactorily answered. A comparison of the financial position showed that the financial position of the Association had improved by about £100. The adoption was carried.

RULE 33.

The following draft rule was then considered:—

The Council shall consist of three representatives from each of the following departments:—Railway: Loco Running, Loco Mechanical, Traffic, Permanent Way; Clerical Staff; Railways Generally; Trams Traffic and Trams Generally. Any Executive Officer or Assitant, or any Councillor shall have full rights of speech at any Branch meeting.

It was explained that the effect of this amended rule was to add to the Council three representatives of "Railways Generally," which would include men from the Signalling and Quarry departments, the crane, boys, coal and wheat elevator men, the Permanent-way workshops men, and a number of other groups in the service. This was adopted on the voices.

MOTION 146.

Mr. Wallace (Rozelle) brought the matter forward, and pointed out that before nominating the officers for the year it would be necessary to deal with the motion.

146. Old Rule 22, new Rule 32: That rule 22 be amended to provide that the Executive shall be representative of the Service, Railway and Tramway, and shall be selected and nominated only from the section which they represent.

The motion aimed at the reinstatement of Rule 22 which was dealt with at last conference. He thought the Executive was not representative of the whole of the service. He instanced the fact that the Tramway Traffic men were not represented, and while not casting any reflection on those who had gone before, thought the Executive should represent sections of the service.

Mr. Smith (Wollongong) opposed. The principle had been tested and found wanting. The Executive of the organisation should be the strongest combination they could get, irrespective of any branch of the service. He agreed with the principle on the Council; this he thought necessary, but the idea was unworkable for the Executive.

After considerable further discussion, the motion was declared lost.

DRAFT RULES

The draft rules were then considered (these having been printed in the "Co-operator" of January 28th, being too lengthy to republish.)

Mr. Clyne (Mount Victoria) moved their adoption in globo, with an instruction empowering the incoming executive to make any alteration that might be required by the Registrar, in order to comply with the law. He pointed out that they had to frame rules subject to the revision of the Registrar, and it would save time if they accepted the recommendations of the Executive. Several alterations were suggested by delegates to which attention was promised by the Chairman, and the motion was carried.

The day's decision was then closed, the delegates assembling to have a photo taken for "Co-operator."

TUESDAY

The roll was called punctually at 9 a.m. on Tuesday, the majority of the delegates being present.

The first business was the nomination for the official positions in the "All Grades" for 1915, the following nominations being received:—

PRESIDENT:

Mr. E. D. Campbell (unopposed).

Mr. Campbell said it was most pleasing to know he had retained the confidence of the delegates.

VICE-PRESIDENTS:

Messrs. J. W. Roe, C. London, F. Pinkstone, C. West, V. G. Kavanagh, M. A. O'Donnell, J. McDonald, G. Armstrong.

TREASURER:

Messrs. E. Lawless, A. Evers, W. Sare.

EXECUTIVE:

Messrs. A. Evers, P. P. Healey, E. Savage, W. H. Bayliss, M. A. O'Donnell, G. Mulder, J. McDonald, G. Armstrong, J. O'Sullivan, A. J. Smith, H. Stanley Odell, C. London, D. Lockhart, H. Davis, G. H. Stokes, J. L. Long.

COUNCILLORS:

Traffic.

Messrs. J. Kearney, J. Stead, J. M. Hamilton, G. Armstrong, W. Sare, K. Davidson, J. Dickson, H. Cox.

Loco. Running.

Messrs. Geo. Schmidt, A. J. Smith, Pearson, G. K. Williams, H. Davis.

Loco. Mechanical.

Messrs. F. Pinkstone, W. J. Armstrong, J. T. Munro, J. Quartly, A. J. Proud, W. Johnstone.

Tramway Traffic.

Messrs. G. Mulder, J. L. Long, P. P. Healy.

Trams Generally.

Messrs. W. Hartill-Law, E. Dooley, F. S. Newton, E. Yates, A. E. Vore, J. Kelly.

Railways Generally.

Messrs. J. R. Warby, H. Goodman, A. Bennett, J. M. Harford.

Salaried Officers.

Messrs. R. Larsen, H. George Tighe, G. J. Stokes.

Declared elected.

LOCO. MECHANICAL:

Messrs. H. Goodman, A. Bennett, J. N. Harford.

PER. WAY:

Messrs. M. A. O'Donnell, E. Savage, W. H. Bayliss, J. Ayres, E. J. Weldon.

P.L.L. DELEGATES:

Messrs. H. Joyce, A. Proud, A. Collier, E. Lynch, M. A. O'Donnell, J. N. Harford, J. McDonald, G. Armstrong, A .C. Wallace. G. Lockhart, F. Pinkstone, H. Higgins, W. Sigle, G. H. Stokes, C. Thompson, E. D. Campbell, H. S. Odell, J. Kearney., Evers, A. Thomas, E. Yates, V. G. Kavanagh.

The results will be found on page

UNITY CONFERENCE DELEGATION.

Mr. Davis (Hornsby) moved that the delegates to the Unity Conference be now discharged. After discussion the motion was carried.

Mr. Wallace (Tram Traffic) then moved that the delegates represent each section of the Service, one delegate from each, with the addition of the General Secretary, making eight delegates in all. He thought that the delegates should represent the whole Service in dealing with such an important matter.

Mr. Smith (Wollongong) agreed with the principle but thought it might be left to the good sense of the delegates.

Mr. Griffiths (Eskbank) thought the matter was a quibble. He would leave the matter to the good sense of the delegates. The motion was motion was then put and carried. On a division being called by Mr. Smith (Wollongong) the count disclosed 29 for and 30 against, and the motion was declared lost.

After considerable discussion it was then decided that the delegation be composed of eight delegates. The nominations were :E. D. Campbell, V. G. Kavanagh, M. A. O'Donnell, C. Thompson, J. H. Catts, G. H. Stokes, J. F. Munro, C. London, H. S. Odell, N. Smith, G. Armstrong, J. McDonald, J. Long, V. E. Yates, and J. W. Roe.

VOTE OF CONDOLENCE.

Mr. H. H. Halls (East Greta) was here called away on account of a sad bereavement in the death of his mother. The conference carried a motion of sympathy, also releasing Mr. Halls from the remainder of the conference session.

PRIVILEGE.

Mr. Long (Nyngan) brought forward the matter of the alteration of Rule 9, Sec. 1. At last conference delegates carried a resolution dealing with this matter, which had not been incorporated in the draft rules. The alteration was to provide that female gatekeepers and platform attendants in receipt of not more than 12/6 per week should be admitted into the Association at 1/- per quarter, and where the husband or other member of the family gets the "Co-operator" such membership not to include a copy of the "Co-operator."

Considerable discussion ensued, and Mr. Clyne (Eskbank) took a point that, since the conference accepted the rules in globo, the matter was out of order. The President upheld the point.

It was then resolved to instruct the Executive to take the resolution into consideration when confirming the rules.

SERVICE EMPLOYEES REDUCED.

Mr. McDermott (Armidale) moved that a deputation of the Executive wait on the Labor Party on the reassembling of Parliaments, and point out the hardship being entailed by the lower-paid workers in the reducing of time, and to request that they pass an Act providing for the reduction of 10 per cent. on all salaries paid to public servants in the State down to a minimum of £150 per year. He thought there was little use meeting the Government since the action of the State Government was most disappointing to al the supporters of Labor.

Several delegates spoke in favor of this, and Mr. Kavanagh said the Executive had decided that no reductions should be recommended. He favored a graduated war tax being levied through the National Parliament.

Mr. Smith (Wollongong) spoke at length strongly, condemning the present system which had been inaugurated by the State Government amongst the public servants. He could not agree that there should be any reductions at all.

Mr. Clyne (Eskbank) moved an amendment, that all employees in the Public Service should immediately be placed on full time throughout New South Wales. If this were conceded he would favor a 10 per cent. reduction. He pointed out that the present reduction meant two and three days' idle time per week, and this ran into far more than 10 per cent. He agreed that there should be no reduction at all, but if there had to be a reduction all employees should be called upon in a like manner.

Mr. McDermott, in replying, said he thought those opposing were not on short time, otherwise they would not oppose. The idea of meeting the Government was no good at all, the Ministry apparently having no sympathy with the lower-paid men, whilst yet having plenty of money with which to pay their high-salaried men increments. It appeared to him that the Labor men had got right out of touch with the interests of the workers. He condemned the Labor party generally and thought as unionists they should not stand by and see their fellows reduced.

Mr. Griffiths (Eskbank) then moved a further amendment: "That a deputation wait on the Labor Party at once and place before them the unfair treatment to the lower grades in putting them on short time and to enter an emphatic protest against increments to highly-paid officials or additional appointments being made when lower-paid men were being reduced, also to oppose any reduction whatever to wage earners now or at any time. He said he was against taxation of the workers in any form. The party had got out of a working class environment and had lost touch of the Labor movement. If the party could not be brought to see the interests of the workers they must be thrown out and men more fully alive to the needs of wage earners placed in the Legislature in their stead.

Mr. J. W. Roe (Darling Harbor) seconded the amendment and pointed to the action of the Government of Western Australia. There they had determined that wage earners should not suffer any reduction at all. This should be the position in this State, and no man earning as little as 8/- or 8/6 per day should be reduced.

A considerable amount of discussion ensued, and the amendment was carried.

INTERSTATE RAILWAY CONFERENCE.

The minutes of the proceedings of the Interstate Conference were circulated among the delegates and were adopted.

The Chairman said the rules and constitution would be submitted to each branch in due course.

THE "CO-OPERATOR."

The Chairman said that at the last Annual Conference the Executive was instructed to submit a scheme for the purchase of the "Co-operator." In that connection a sub-committee was appointed, consisting of Messrs. Campbell, Kavanagh and Odell, to go carefully into the matter and make a report.

The report was read and received, the conclusions which were arrived at being:—

(1) The necessity of owning the "Co-operator."

(2) The Association could not attempt to itself acquire the concern in view of Mr. Justice Heydon's decision in the Railway Laborers' case.

The committee's recommendation was that members be invited to take up £1 shares in the "Co-operator" with a view of finally acquiring the concern. Each share would bear bank interest, and no member should be allowed to acquire more than 10 shares. It was also provided that any holder desiring to sell, the Association should have the refusal; this would also apply on the death of the holder. The shares would be payable 2/6 on application, 2/6 on allotment, and payments of 2/6 per quarter.)

Mr. Armstrong said he thought the scheme was a good one, and complimented the Executive upon having done something. He was in favor of adopting the scheme as outlined; it was the only reasonable proposition that had yet been put forward.

The Chairman expressed the opinion that the report should be referred to the members of the Association through the branches before anything definite was done.

Mr. Griffith moved to this effect, stating that in the opinion of delegates could not deal with the matter as it included the expenditure of money by the members of the Association apart from the funds of the Association.

Mr. Long said that a copy of the report should printed and sent to each branch.

The Chairman said this would be done. He hoped that the amended Arbitration Act would render it possible for the union to own their own newspaper.

Mr. Smith (Wollongong) suggested that the motion for the adoption of the report should include a statement that the Conference recommend the scheme. He hoped that the delegates would go back to their branches prepared to advocate the adoption of the scheme.

The mover agreed to embody Mr. Smith's suggestion in the resolution.

At the suggestion of the chairman, Mr. A. A. Catts addressed the Conference, and explaining the attitude of the "Co-operator" directors. They could take it, he said, that the directors of the "Co-operator" fully agreed with the principles of the union ownership of the "Co-operator." They felt that the full success of the concern would not be achieved until they had the rank and file behind them; and this could only be arrived at when the members stood in the position of proprietors. When the sub-committee sat to consider the matter he had been invited to place his views before them in the endeavor to arrive at a concrete proposal. The "Co-operator" Ltd., stood ready to meet them in any reasonable direction if they desired to acquire the paper. He (the speaker) had informed the sub-committee, and would confirm the statement here, that the "Co-operator," Ltd., were ready to allow the Amalgamated to acquire the "Co-operator" on terms, or to allow them to take up shares with a provision that they could eventually acquire the whole of them, or to allow them to become part owners by the acquisition of a portion of the shares. He (the speaker) was ready to hold shares in the business and take his share with them of the profits made. Moreover, if they agreed to take shares the "Co-operator" would make every share a preferential share with fixed seven per cent. dividends. These were definite proposals, and if they could find anything more liberal than this he was ready to submit them for the consideration of his directors. He thought they could not take up any fairer attitude with them. Hear, hear.)

After answering a number of questions concerning the working of the business, Mr. Catts concluded.

A number of delegates, including Messrs. Dickson (Guards and Shunters), Armstrong (Redfern), Kearney (Darling Harbor) and J. L. Long (Tram Signals) spoke in favor of the proposals outlined, it was decided that the question be remitted to the branches.

The other resolutions relative to the "Co-operator," numbered from 2 to 7, inclusive, were passed over in view of the resolution previously carried.

ADMINISTRATION

EVELEIGH CAR AND WAGGON.

8. Seeing that the Executive approved of and granted the above Branch a dispensation, and now a great number of members refuse to come in to the Branch, will Conference affirm the necessity of taking steps to compel members employed at the Car and Waggon Shops to recognise the above and pay their contributions to the collectors?

Mr. Quartley (Eveligh) spoke in explanation of the motion, showing the friction and unnecessary duplication that had arisen owing to the dispensation not having been properly carried out. He asked the Conference to dissolve Sydney No. 1 Branch.

Mr. Davis (Hornsby) seconded the motion.

Mr. Proud (Sydney) could not see how any member of Sydney branch could be refused membership. Some members were always trying to make trouble. He could not see how they could deal with it. He considered that the Secretary had performed his duty manfully, and had tried to cause a friendly feeling between the two branches.

Mr. W. Armstrong said that the Sydney branch was a bit mixed up, and he helped to clear the issue. The fact was, that Conference could not force members to join any branch that they do not want to belong to. It was for the Executive to say what should be done.

Mr. Griffiths (Eskbank) thought that the trouble could be overcome by allowing the men to decide which branch they joined, as they were both in the same organisation.

The General Secretary said that in response to a petition signed by some 200 men in the car and waggon shop a dispensation was granted. Subsequently I objected. The car was waggon branch said they wanted their branch to continue to maintain its separate existence. As it could not be settled it was resolved to refer the matter to the Conference. The men of the car and waggon branch had not yet been transferred pending the decision of the Conference. There was some little difficulty as regards administration. He was certain the members would accept the decision of the Conference.

Mr. London (Sydney) said the car and waggon men had been members of the Sydney branch, but they wanted their branch officials close to their hand. He had been for years secretary of the Sydney No. 1 branch. As soon as they were re-registered the men who were unfinancial and had left the organisation when it was in trouble were the first to leave the branch upon registration, and start another branch. He blamed the Executive for not telling him that such an undercurrent was at work, for he would have been prepared to come to an amicable arrangement with these men. The Sydney branch had always done its work well, and its president and secretary could not always be expected to work in the shops.

Mr. Smith (Wollongong) moved that the matter be referred to the incoming Executive. The Executive had betrayed a weakness in the matter, and should undoubtedly had dealt with it, as they were in possession of all the facts. The Conference could not be expected to deal with it.

Mr. Munro (Sydney) seconded the amendment.

A number of speakers took part in the debate, and Mr. Quartly said the object was to form one big union among the 1,300 men in the shop, and they should endeavour to reach an amicable understanding.

GUARDS AND SHUNTERS.

9. That, owing to various complaints from members re difficulty in getting secretary to attend appeal cases, what is routine? Does Secretary judge cases and inform members that it is a waste of time, etc.? Should he not take any case up irrespective of his opinion of its merits? If not, why not?

Mr. Dickson (Guards and Shunters), in moving this resolution, said numerous complaints about the General Secretary not having time to attend appeal cases had come under his notice, and he would like to know the reason.

Mr. Roe (Darling Harbour) thought that if Mr. Thompson was engaged, some one else might be appointed to act in his absence.

Mr. Thompson took grievous exception to the motion. Mr. Dickson could not give one name, and yet it was said that complaints were numerous. There was one case of a man named Turtle, and he refused to act because the man was unfinancial. Subsequently when Turtle was financial, he had to let Turtle go as he had important business to attend to in the interests of the whole service. He could not put one man before the whole Association. He never turned down an unfinancial member. If he thought a man had a good case he would say so, but he never refused to represent a man whether his case was weak or strong.

Mr. Yates (All Trades) said he would not start to speak about a case unless he knew the particulars.

The Chairman said that was more in the nature of a compliment or censure.

After hearing the explanation of General Secretary, Mr. Dickson said he would withdraw the matter on behalf of his branch.

Mr. Roe Darling Harbour) moved that in cases where the General Secretary could not attend the Appeal Board someone else be appointed to take his place.

Mr. Harford seconded the motion, which was carried.

REDFERN.

11. That all Branch Secretaries be collectors, and receive the same commission as ordinary collectors, independent of salary reecived as secretary.

Mr. Armstrong (Redfern) said his reason for moving this was because a Secretary might collect as much as a collector, but got nothing for it but work, whilst the collectors got paid a commission. Yet a secretary would have, in addition, to do all the secretarial organising work without receiving an adequate recompense.

Mr. Long (Main Eignals) seconded the motion.

Mr. London (Sydney) said he was in the same position as Mr. Armstrong. He took up a position of collector at Lilydale, although he did not want to do so. On his list there were almost a hundred men. He then became secretary, and could not get a man to relieve him as collector. They deducted one half of his salary as secretary, because he was a collector. He contended that a man was worthy of his hire. He would support the amendment.

The resolution was carried.

(Conference report will be continued next week.)

APPEALS BOARD.

RAILWAYS ACT, No. 30, 1912, RELATING TO APPEALS EPITOMIZED.

Sec. 87—(1) Members, Secretary to C.C.—Chief Accountant—C.M.E.—Engineer-in-Chief—Chief Traffic Manager—and (2) Employees' Representative (Mr. E. D. Campbell), elected by ballot for three years. 88—(1) Three members form quorum. (2) Decisions by majority vote, Chairman having second or casting vote. 89—No member to hear appeal when appellant belongs to branch of the Service of which he is head. 90—Sec. to C.C. convenes meetings of Board, and keeps record of proceedings. 91—Appeals must be lodged within 7 days, and heard within 30 days of being lodged. 92—(1) Board may administer oath to witnesses. (2) Appellant entitled to have witnesses examined on oath, and to be represented by barrister, solicitor, or agent, who may examine witnesses and address the Board. (3) Board may decide any appeal as they think fit, and so order. 93—(1) Decision of Board final, except punishment involves dismissal, or reduction in rank, position, grade, or pay, when appellant may within 7 days appeal therefrom to Commissioners. (2) Thereupon C.C. and one Assistant Commissioner together hear, and confirm or modify appeal, such being final. Appellant has same rights on appeal to C.C. as before (set out in Sec. 92 (1), (2), (3)).

THE BOARD

MR. MACOUN, (Chairman).
MR. SPURWAY, (Chief Commissioner's Representative).
MR. E. D. CAMPBELL, (Elected Representative of Whole Staff).

THURSDAY, JANUARY 21.

FOULING THE CROSSING LOOP.

EDWIN NELSON, second-class shunter, Blayney, 9/6 per day, was on Dec. 12 fined two days' pay. The charge was that when informed by Relief Officer Hayes that the crossing loop was to be clear to admit a down special goods train, he neglected to satisfy himself in regard to the time of arrival of this train, with the result that in shunting vehicles into No. 3 siding he fouled the crossing loop, and the engine of the special goods collided with the trucks being shunted, causing damage to S.14806 and S.2404.

Appellant was defended by Mr. C. Thompson, General Secretary of the "All Grades" Association, and pleaded not guilty.

Joseph Hayes, relief officer, said that on Nov. 22 he gave Nelson instructions at 2.30 a.m. to get 40 up on the main line, and told him to send a P class down the loop to the east end of the yard and keep the loop clear for the down special. He told Nelson the down special would be dealt with on the loop, and that he (Hayes) would deal with up special, and that he (Nelson) was to deal with the down special. Witness then went to the west end and found Nelson setting back out of the shunting neck into No. 3. He told him the down special was coming up the loop. Nelson gave a red light first. The driver and fireman did not see his (Hayes's) light. Nelson should have made arrangements to stop the special clear of the points at the west end of the loop. He was sure he told Nelson to have the loop clear for the special.

Geo. C. Schuesinsberg, traffic inspector, said that Nelson told him that he was not aware that the special was being turned into the loop. If a man got definite instructions to keep the loop clear, he should satisfy himself that there was no train driving or coming up the loop. He had never seen engines stop short of the water column.

The appellant said that Hayes told him to have the loop clear when the special arrived, and to have five or six empties for 40. To carry out Hayes's instructions he had to bring a brake out for the up special. He was held personally responsible for the safe passage of all trains through the yard, and for the lowering of all signals, and Hayes should not have lowered any signal without his authority, and he should not have sent the train into the loop without acquainting him of the fact. Hayes told him to have the loop clear for the down special, but it was not possible for him to keep it clear and do his work. The staff and duty sheet showed that he was held personally responsible for the making of all signals, and it had been the practice in the past to carry this out. He did not take any risks, because he had given no one authority to lower the signal to send the down special into the loop.

The Board dismissed the appeal. Mr. Campbell dissented from this ruling, holding that the written instructions laid down on the staff and duty sheet justified appellant's action.

REFUSED TO REPORT.

FREDERICK JOHN NEIGHBOUR, porter, C.C. staff, 8/6 per day, was dismissed on Dec. 31 for having on the 24th of Dec. refused to report at staff office when directed to do so.

Appellant pleaded not guilty, and was represented by the General Secretary of the "All Grades."

Victor Sparling, acting staff clerk, said that Neighbour signed on at 4 p.m., and he (witness) went for him at 4.20. He came, and witness told him to go to the staff office and sign on as baggage porter for the 5.50 train. Appellant said he had leave from Inspector Stainton to knock off early, and also that he would not have time for the break.

John Green, foreman, gave corroborative evidence.

Inspector S. Stainton said he told Neighbour he could be relieved if his work was well in hand, but was not told that he had been selected as baggage porter.

Appellant said that the inspector told him that he could finish at 10 p.m. He was asked at 5.40 to sign on as baggage porter, and when he mentioned that other men were first, the foreman suspended him.

The Board dismissed the appeal.

NEGLECTING DUTY.

ERNEST FREDERICK MORRISON, porter, carriage cleaning staff, 8/- per day, was on Dec. 23 dismissed for neglecting to carry out his roster duties and refusing to obey instructions on the 15th of the same month.

Appellant pleaded guilty, and asked for leniency.

It was stated that Morrison was working in the goods shed at Bankstown, when a fresh staff and duty sheet was made out. This new roster set out that he was to perform platform duties, and he refused to clean platform lamps when ordered to do so.

The Board dismissed the appeal.

THE BOARD.

MR. LUCY, (Chairman.)
MR. SPURWAY, Chief Commissioner's Representative.
MR. E. D. CAMPBELL, (Elected Representative of Whole Staff)

TUESDAY, FEBRUARY 4.

NEGLECTING PRECAUTIONS.

Edwin Leslie Bates, second-class shunter, Junee, 9/6 per day, was charged with neglecting to exercise proper precautions when shunting, with the result that a number of sheep vans broke away and derailed a break-down crane, and was fined one day's pay on January 5th.

S. M. Williams recollected the derailment. There were about thirty trucks coupled together. The crane was only two or three truck lengths away from the catch points. The grade was 1 in 60, and it was not a good road to shunt on, on account of the grade and the crane. The crane was spragged, also some of the other vehicles. Six sprags in all were in position. Special emphasis was laid upon the necessity for putting sprags in.

T. G. Marr, shunter, said he put a number of sheep vans in No. 17 loop, and Guard Nicholson assisted him. They found the loop road gone, and pulled out, and then backed into the straight. He found sprags in, and when he cut off he put two or three sprags in and put on every third hand brake. He told Nicholson to secure the back half of the trucks.

Guard Nicholson gave similar evidence.

Appellant said he did not move the trucks back at all. He did not release any hand brakes when he cut off. He put two sprags in the leading truck and also screwed two hand brakes on. He found all the couplings pulled out and had some difficulty in getting them off. The trucks came back a yard altogether. He did not go down to examine the back part of the train.

The Board dismissed the appeal, Mr. Campbell, who thought that a caution would be sufficient, dissenting.

FIVE CHARGES AGAINST RELIEF OFFICER.

ALPHONSUS LESMOND, first-class relief officer, Sydney district, £250 per year, was on 28th Nov. last year fined £1 on four charges and 10/- on another charge. The charges were that (1) he failed to come to a proper understanding with the stationmaster, Thornleigh, as to the introduction of pilot working during an obstruction of the main line, by derailment, at Hornsby; (2) that he incorrectly addressed pilot working forms issued in connection with the derailment referred to; (3) that he failed to arrange with the pilotman and stationmaster at Thornleigh for the pilotman to accompany No. 237 passenger, so as to minimise the delay to No. 106a passenger; (4) that he failed to see that the pilot working arrangements were properly cancelled in accordance with the Regulations (Hornsby); and that he failed to have a motor cycle removed to a place of safety, but left the same standing unprotected on No. 4 platform at Hornsby.

The appellant pleaded not guilty, and was undefended.

W. Upton, S.M. at Thornleigh, said that pilot working was established between Thornleigh and Hornsby. He received information at 1.20 p.m. of a derailment having taken place, and was told to send 57 under a caution order, but nothing was said about a pilot working. He was asked if he had a man that could act as pilot man, and he sent one by 57. He could not get any information from Hornsby to permit him to establish pilot working. He was afterwards instructed from Hornsby to keep the pilot man; this he did, and sent 237 on a ticket. He then went off duty.

To appellant: When he was asked by appellant if he had a man capable of acting as pilot man, he replied "Yes." He did not send any telegrams nor ask if he should establish pilot working, and he could not recollect what appellant said when instructing him to send No. 237 on. He did not take the forms down from the wall, because back No. 106a was a regular passenger; and it did not strike him that the train would be at Hornsby. He left duty in the middle of pilot working.

F. Hunter, block porter, said that when he asked the cause of the delay to 57, Upton said he could not get Hornsby. He then got a ring, and Hornsby box asked if they had a man to act as pilot. Upton then went to the 'phone, and afterwards told witness to go to Hornsby. When he got there the appellant asked him if he had any forms with him, and upon his saying "No" he was sent back by motor car to get some. When he got there he was told to send 237 by ticket, and he went by a down train to Hornsby. When he got there appellant met him with a cancellation form, and told him to hurry away by an up train that was waiting. He told him that all had been fixed up. When he reached Thornleigh he gave the form to the N.O.

To Appellant: He did not know that he was going to act as pilot man. Upton only told him that he was wanted at Hornsby. He rode on the engine of No. 57 because he thought he was right in doing so, and he did not recollect appellant asking him if he was the pilot man. He was instructed by Upton to send 237 by ticket. He admitted he should have travelled back by the first train and brought the forms back instead of sending them on.

Cecil Martin, N.O. at Thornleigh, said he went on at 2 p.m. Hunter was then at Thornleigh. No. 237 was sent by caution ticket. He knew there was a train waiting at Hornsby, that the up line was blocked, and that all traffic was working on the down line. He sent the guard to bring 106a across on to the up line. The pilot man was on her and handed him the cancellation form, and witness handed him the other. Hunter did not again leave Thornleigh.

To Appellant: He could not say what he did with the pilot working form. He knew that Hunter should have gone back by the first train, but Hunter himself should have known that as pilot man. By 106a going on the up road there was no change, as the up road was clear.

F. Myers, signalman, said he had a single line working form in his box, which appellant got from him. He signed the pilot man's form, but did not see the pilot man.

To Appellant: He knew the cause of the derailment, and told Thornleigh that a train was off at the crossover. Thornleigh did not tap him on the bell excessively. He advised several stations as to the cause of the trouble, and distinctly told Thornleigh that both lines were foul. Appellant brought a man into the box to institute pilot working, and afterwards said it would save time to institute it from the Thornleigh end, as there was a train there. Appellant distinctly told Thornleigh that he would give section clear for 237a, as it would save time, and told him to start pilot work at that end.

Robert Reeves, inspector, said that there was a rule that forms must be addressed to each station.

Alphonsus Lesmond, appellant, said he found the matter would take two hours to fix up, and he started to institute pilot working. It then struck him that as Thornleigh had a train there, he could start from that end. He rang Thornleigh up, and asked if there was a man there competent to act, and received an affirmative answer. He then gave instructions to send the man on the train that was there under section clear, and he would meet the driver at Hornsby. He naturally thought that Thornleigh would institute pilot working. He saw the man get off the engine, and asked him if he was the pilot, and he said "Yes." When asked for the forms, the man said he had none, and that the S.M. said he could get them there. He considered the arrangements were made to work D3 on in preference to 106a up was the best, because it gave the long distance D train the preference. He did not tell Hunter to bring the forms by train. He conferred with the inspector, and they considered it would be best to send 106a on the up, because it would save a longer delay to that train. His point was that the pilot man, when coming by 237, was the instituting of pilot working. He admitted that he did not hand his pilot working forms to the pilot man; he forgot it at the time.

John Carney, guard, gave evidence of having heard appellant make arrangements with Thornleigh to begin pilot working.

W. Kirkham, inspector in charge, said that appellant told him he had arranged for Thornleigh to send a pilot man along. Witness was responsible for the order to get 106a away quicker, as he thought it the proper thing to do, and it was the proper thing to start pilot working from Thornleigh end. He had no fault to find with appellant's arrangements. He considered his (witness') order to run 106a on the up line partly cancelled the working of the pilot.

The Board dismissed the appeal, Mr. Campbell dissenting.

On the fifth charge, regarding the non-removal of a motor cycle, the Board remitted the fine and substituted a caution.

THE BOARD.

MR. HODGSON, (Chairman).
MR. SPURWAY, (Chief Commissioner's Representative).
MR. E. D. CAMPBELL, (Elected Representative of Whole Staff).

TUESDAY, FEBRUARY 9.

BEHAVING IMPROPERLY TO PASSENGERS.

ROSS MAHONEY, casual conductor, Ultimo depot, 8/- per day, was dismissed on Jan. 23 for behaving improperly to passengers and refusing to give the passenger his name and number when requested to do so.

Appellant pleaded not guilty, and was defended by Mr. R. D. Meagher.

Abraham Marks said he got on the tram at Quay-street on Jan. 16. He asked appellant if he knew the whereabouts of No. 40 Darling Harbor, and he replied, "I am not a directory; I am only supposed to know names of streets."

Witness replied, "You are to be civil."

Appellant answered, "I'm civil enough to you."

Subsequently appellant came back to him and said, "If you had asked me in a proper manner, you would have got a reply. You people consider that because you have a decent suit on you can look down on us fellows." Appellant repeatedly came back. When they got down past King-street the driver came along to the compartment and accused witness of having his feet on the seat, and called the conductor, also a policeman, and asked for his name and address. This he gave, and asked them for their names and addresses. He had since been visited by people on appellant's behalf, and had also been asked by appellant not to press the charge. He thought appellant was in a nervous state, and had been put out by something. He was pushed on by another man in the car who was under the influence of liquor; he was also pushed on by the driver.

To Mr. Meagher: He would not accuse the driver of sneering at him. The appellant did not see his feet on the seat. He (witness) was somewhat annoyed at the constable.

Chas. Morgan gave supporting evidence, and added that at the terminus the conductor met him and said he would like to see him when he had no uniform on, and he would "have a bit of him."

To Mr. Meagher: The conductor did not say that Marks had his feet on the seat.

G. S. W. Percival gave corroborative evidence, adding that Marks refused to give his name and address when asked for them. He heard Morgan tell Marks where the place was that he was looking for.

Ross Mahoney, the appellant, gave his version of the story. He said that Marks asked him for the information in a rough tone of voice, and he (Mahoney) said he didn't know. Marks said, "If I gave you threepence or sixpence you would carry me to the wharf." At the signal box the driver called him over and told him to take Marks' name and address, as he had his feet on the seat. At the terminus Marks asked the starter for his (appellant's) name and address, and the starter told him he would find the number on his (appellant's) cap. He was annoyed when he told Marks that he was not a street directory.

The Board decided to give appellant another chance, and directed that he be restored to his position on Feb. 22.

CASH FARE IRREGULARITY.

JOSEPH HENRY REYNOLDS, conductor, Newcastle, 9/- per day, was dismissed the service on Jan. 18 on a charge of serious cash fare irregularity on Jan. 7.

Appellant pleaded not guilty, but admitted that a wrong ticket was issued, and that the numbers had been entered wrongly by him. He was defended by Mr. Meagher.

Alex. Reay, conductor, acting as revenue clerk, said that he checked the appellant's journal.

J. H. Reynolds, appellant, said he had been five and a-half years in the Service, and had no previous charges against him. He issued the ticket at Belmont-street on the down journey. When he put his journal and cash in, the clerk was taking money from three other conductors at the same time. He (the clerk) put his initials on appellant's journal and handed it straight back again. He (appellant) made the error in entering up the wrong numbers in his journal. He did not check his numbers when he entered the No. 5 up, because he had other work to do. He was positive the clerk did not check his numbers.

M. Marks, a dairyman, of Wallsend, testified to having paid his fare and received a ticket from appellant, but could not swear that he saw appellant tear it from the butt.

The Board dismissed the appeal, but Mr. Campbell dissented, considering that a doubt existed and appellant should be given the benefit of it.

GROSS INSUBORDINATION.

JOSEPH KAVANAGH, pitman, Randwick, 10/- per day, was dismissed on Jan. 28 on a charge of gross insubordination in making and repeating charges against the management of the Department on 24-12-14, 30-12-14, and 18-1-15.

Appellant pleaded guilty, but submitted that there were extenuating circumstances.

It was explained that appellant had stated that the Amalgamated Society of Engineers were capturing the work done by pitmen, and were bringing pressure to bear on the Department, or else they were deliberately faking the time with the object of showing that the pitmen were slow workers. He also handed in a written statement commenting very seriously on the administration. This he was allowed to withdraw, but he afterwards submitted another statement, in which he reiterated the charges, and was written to by the Secretary for Railways.

The Board dismissed the appeal, but informed the appellant that he could appeal to the Chief Commissioner.

"LANGUAGE."

HORACE M. LARKIN, junior porter, Bulli, 3/4 per day, was dismissed on Jan. 12 because he used obscene language whilst on duty, and continued to do so when requested by a clerk to desist. The offence was committed on Dec. 23.

Appellant pleaded guilty, and asked for leniency. He was irritated at the time. The evidence showed that the language was of a lurid character.

The Board dismissed the appeal.

WASTE——OF——MONEY.

It is waste of money to buy "new" typewriters, when you can get the same brand, turned out by the same Manufacturers, in exactly the same condition, and guaranteed in exactly the same terms, but called "re-manufactured," for £10 less money! All makes. Let us send you one for inspection.

FALSE ECONOMY.

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THE REFLECTIONS OF SHARK ISLAND JOE

"Hulloa, Jos, why are you still here?" said I to our old friend as he anchored beside a brakevan with a big load of sundries on.

"That's an easy one, mister," he answered in his usual semi-philosophical manner. I' mhere 'cos I'm nowhere else. There's not mutch chice now on account ov the war. But every dawg has he's doy, mister, an' ye ken take it from me the subjeck is bound to float, an' wen there is no war to fasten the slumps on, when the flower of the manhood is away fightin, or with the angels farmin, souls an' in good billets mendin the shell holes, and takin' out the twists in the rollin' stock and per, way made by the mortars and nine-pint-secens wot are dealing out the rite kind ov fissick to the Germuns, there will be no chice left ter the Staff orfice. We only wants a good fall ov rain during' the next few weeks ter make the country blossom, and the wool ter grow, and the wheat ter sprout, and' theer won't be enuff porters in the bloomin' kuntry ter load a G truck per day.

"But immigration will fill up the gaps, Joe. The staff office had to father the strangers before the war broke out, I believe."

"That's too true, mister. The native-born are ov an independent nature. They ups an sez "Yer blank job is no good ter me—I'm off"; but the Pummy ain't uster that kind ov livin'. He's got no inderpendance. It's nocked out ov 'im by poor tucker and low wages, and lettin' the Germuns lic him out ov the manufacturin' chair. The good cousins, our relations, got at 'im, an' now we're got ter find a way ter get at them; and a reckon we're jest about got hold ov it. But as I wus jest agin' ter say, there won't be sich a lot ov jimmy-grants neether. They've had ter find work fur a lot ov the unemployed, diggin' trenches, an' learnin' ter shoot straight, an' seein' as the game is provin' wot Arthur Griffis calls a business undertakin', Pummies won't assemble at the Staff orfice fur a year or two.

There's good times ahead fur them's wot are here, an' reads the way not ter get killed in the noo idea of teachin' safe workin, like wot ye find in picture books an' penny dredfulls.

"Why, Joe, I thought that was a great idea?"

"It's not a grate idea, mister. It's too old ter be grate. Old ideahs are never grate. New ones if good has a chance ter earn a name, an' if I wus in charge ov a depot station or any stashun where shuntin' wus ter be done, an' a bloke started orf ter do twenty minutes' work in ten, an' commenced on the NOO IDEA I'd hev ter send 'im 'ome, or do it meself. No, in itse relashuns ter practical work it's like the rules, not made for the men, but fur the bosses ter get down on when there's a coroner's inquest. It's a well-known fact that if a shunter was to act by the regulations, or a head porter at a decent sized good shed, he would be no use on the job, and would be either disrated or sacked."

"But you must admit an elementary training is good, Joe?"

"If ye means a kind ov skool where ye ken see plans of the things ye're crammin' about, I'd say yes. This kuntry is destined ter be covered by railways. It's a flat kuntry and adaptable for grate engines and sich like things wot Mister Lucy an' Byles an' Brian makes when they goes ter bunk ter think. Yer can't count on goin' ter Wilkanyer by a steamboat frum Botany Bay. Well,yer railways is the nashunal and only way, so if yer youngsters likes the buzz ov railway life make 'em learn a bit of it under practical conditions at skool, an' if he can't pass an examashun don't hev 'im till he duzz."

"I see what you mean, Joe. But what about the Institute?"

"The institute is alright, mister, if it was ten times bigger, ten times better run, ten times more unofficial, ten times less coddled by bosses, with a good staff of teachers—not honery, mind! Ye never gets a good bargain fur nuthin—particularly mussle and brains. Pay 'em, mistter, make roof fur 'em, an' the Institoote might bekum wot it was originally intended fur—a trainin' skool fur railway men, and, of course, the centre of a clear-cut nashunal kurriculum of safe working, in which the State as a whole has as deep an interest as the local administration, and a bigger and cleaner stake than a coterie of bosses. Chuck fairy tale literature ter the dawgs, and begin with practice, in a big field made by the people. Wot was the name ov that Greek feller that uster talk the people inter heckstasy, mister? The bloke wot stammered wen he was a kid?"

"D oyu mean Demosthenes, Joe?"

"By crimey, I believe that's 'im. Ye know he sed ter some coves wot kum a long way ter hear him, an' wot asked wot was the best way ter get a good gift ov the gab. An' he sed, Practice, Practice, Practice, ter evry questyun they asked 'im, and so as ter cure 'imself ov stutterin' he uster speak ter the serf every mornin' with little pebbles in he's mouth. So yer see he knew the value of practice."

"How is the boy getting on, Joe?"

"Oh, he's very chirpy wen he kums 'ome, so I spose he's got a decent kind ov boss, cos he's happy happy like. He's keepin' a kind ov diary is Joe. Wan day I wants ter hev a look at it. I bin perswadin' him ter go ter the Institoote jest ter see all the bosses. Yer would never know arf of 'em unless yer goes there, an' it's jest as well ter know 'em, cos ye never know wen it's convenient ter know 'em."

"I don't quite understand that remark, Joe."

"Hehe kums wan ov 'em. See that little squibby chap with the mow? That's the cove they calls Cash Accumulator."

"Why call the man that?5

"Cos he registers all the fines. He kum here with a super's reputation, an' has lost the lot. He might a bin a Kummishuner, but he's cake is dough. I got a better chance meself. Tom Johnson spiled 'im. He warn't always like that. Down south he was liked by the men. At Newcastle he was liked by the men. He 'pearster hev hev learnt the finin' craze frum Tom the Steel-spined, and it's the worst kind ov fever a boss ken hev. Now-a-days it's as unfashionable in administrative circles as bell-bottomed pants are at the Union Club. Not even old fogies wear 'em. I sez ter young Joe, Keep out ov bad kumpany, Joseph, yer never knows where it's goin' ter taint yer.

"Ye see that cove kumin' along there with he's hed thrown back a bit. Well, that's anuther kind ov boss. Wot he is no wan knows exactly, but if ye was talkin' ter 'im a minnit ye would see a kuryus squint in wan eye, an' it means this—Now, listen ter the 'Oracle': I'm the cure of all evil. I'm the man as ken giv yer the tip, and ken make yer stashun from a seventh ter a first on me report ter the super. He's a mystery at present, but I'm goin' ter solve it, mister. I've got ter me first sum of division. Some other time. Gimme a cigar. By crimey, me time's up, an' Tilly will be as marked as a licked Germun if I keeps the tucker coolin. Good day, Mister 'Co-operator.'"

And I watched this cute observer of men and things until he disappeared in the crowd beneath the clock.

WHAT THE ASSOCIATION IS DOING.

THE CASE OF PORTER MORGAN.

On Jan. 22 the Association, through its General Secretary, brought under the notice of the Chief Commissioner the case of Porter A. W. Morgan, of Werris Creek. It was pointed out that, on or about Nov. 18 last, Morgan was working on the transhipping stage, unloading a truck, when he fell from the stage to the ground and injured his back. The night officer, thinking the injury was more serious than it really was, called in a doctor, who sent in a bill for 10/6. As Morgan was off duty for some time, and received only half-pay during that time, the Commissioner was asked to sanction the payment of the amount by the Department.

The Chief Commissioner, in reply, stated that the request would be granted, but pointed out that the practice is, where contributory negligence brings about an injury, the person injured is required to pay the medical fee.

FITTERS' LABORERS.

Last month the Association wrote to the Chief Commissioner concerning the case of Ernest H. Jones, fitters' assistant, Tramway Department, Parnell Place, Newcastle, and that of other fitters' assistants in the Tramway Department. It was explained that Jones is in receipt of 8/- per day under the Tramway Awards, and that he and other fitters' assistants are also given "dirt money" allowance of 8d. per day in accordance with an arrangement made with the late Chief Commissioner, Mr. T. R. Johnson, and that the award that covers the case of fitters' assistants provides that such men, employed in the running sheds or depots, shall be paid 1/4 per hour. The Newcastle depot, it was further explained, is a running shed or depot, consequently the Association is of opinion that Jones should be paid not less than the rates therein fixed; that, as all existing awards which may have covered the fitters' assistants expired on Dec. 28 last, they should be paid not less than the rate set out in clause 2 of No. 10 Board Award.

The Commissioner, in reply, stated that the award of 8/4/14 referred to was varied on 15/4/14, the rates being:—Employed in running sheds or depots, 1/2 per hour; employed elsewhere, 1/1½ per hour. Arrangements, he said, have been made to pay the latter rate to the fitters' laborers employed in the Tramway Department in the Newcastle district as from 29/12/14.

AN EXTRA "SPRATE" FOR TYSON.

Last month the General Secretary (Mr. C. Thompson), under instructions from the Association, brought under the notice of the Chief Commissioner the case of Mr. R. J. Tyson, classified as laborer, White Bay. It was explained that from the 18th May, 1914, to the 29th August, 1914, Mr. Tyson was acting as an electrical fitters' assistant, and was paid the rate of pay of a laborer only—that is to say, 8/- per day. When the increase of pay to electrical fitters from 8/- to 8/6 per day was granted, Tyson, who was then working with an electrical fitter, was taken off the work and, consequently, did not participate in the increase granted to other men. Tyson was subsequently put back on the work and did precisely the same duties as that for which other men received 8/6 per day, and the Association thought that he should receive 8/6 per day.

In his reply the Chief Commissioner stated that he approved of Tyson being paid at the rate of 8/6 per day from the date on which increase was approved of. Tyson, however, was not employed on that work until the 13th inst., when assistance was again needed for the electrical fitters; and during this latter period he would be paid at the rate of 8/6 per day while so employed.

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LABOR LEAGUES.

ALBURY ELECTORAL COUNCIL.

The annual meeting of the Albury Electoral Council was held at Culcairn. There were a number of delegates present from most of the country centres in the electorate, also Mr. J. J. Cusack, member for Albury.

The report and balance-sheet showed the council to be financial.

The following officers were elected for the ensuing year:—President, Mr. W. Hicks (re-elected); vice-presidents, Messrs. J. J. Mangan and J. Griffen; secretary and treasurer, Mr. F. J. Danes (re-elected).

A fair amount of business was transacted, and several resolutions were sent to Conference.

Mr. J. J. Mangan was elected as delegate to Conference.

A number of resolutions from other electorate councils asking the council's co-operation on various matters were discussed.

A delegate brought up the matter of travelling stock reserves along the Murray River, mentioning incidents that come prominently under his notice during the present dry spell when more than ordinary numbers of stock are travelling to the mountain country. He said that a number of those reserves, when it became known that starving stock was coming, were fed off by the adjoining squatters, who kept their own stock on them until there was not a vestige of herbage left. This appears to be the general practice, and is grossly unfair to those who, owing to drought, are compelled to travel their stock.

SOUTH KENSINGTON P.L.L.

At the last meeting of the South Kensington P.L.L., the following motion was carried:—"That if Mr. Holman does not support the forthcoming referenda proposals, the P.L.L. Executive refuse to endorse his nomination at the next State elections."

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TRAM PER. WAY MEN

ADDRESS BY MR. C. THOMPSON.

A fair crowd of men employed in the tram per. way department attended at Head Office, Bowen Buildings, on Saturday, January 30th, for the purpose of hearing an address from the General Secretary (Mr. Claude Thompson).

Mr. F. S. Newton, branch secretay, Botany Road Siding, presided.

Mr. Thompson, in the course of his address, narrated the efforts that had been made by the Amalgamated to secure better conditions for all men in the railway service. The Amalgamated, he said, was the first union to secure an 8/- minimum for the service. This was done in the case of the Tram. Per. Way Award. Not only were the tram per. way men the first employees in the service to secure 8/- per day through the efforts of the Amalgamated, but, having received that 8/-, the Amalgamated made that the lever for obtaining an 8/- per day minimum in the railway service. He was not content with an 8/- minimum, nor was the Amalgamated. The "All Grades" union would never be content until every grade of the service obtained fair conditions and fair wages. Owing to the cancellation of the registration a number of the tram per. way men drew out of the "All Grades." They were now seeing the error of their ways and were coming back in increasing numbers. As an indication of what the Association was able to do, the case of Mr. Denney was cited. Mr. Denney had been ill for nearly twelve months. Through some blunder on the part of the department his name had been obliterated from the books. Mrs. Denney came in and placed her husband's case before the Association. The matter was taken up with the department, with the result that the Association was successful in adding the name of Mr. Denney to the list of empensioned off. If it had not been for the efforts of the Association Mr. Denney would have been deprived of his employment and thrown on the world without any pension. This was an indication of what the Association could do. It was true that Wages Boards had been hung up owing to the war, but the tram per. way claims were in the hands of the chairman of the board, and would be dealt with as soon as the war clouds lifted. In addition to Wages Board activities, the Association made a speciality of Appeals Board work, superannuation matters, questions of promotion and the retention of casuals in their employment. No union was in a better position than was the Amalgamated to render good and efficient service to the men in the tram per. way. Mr. Thompson then read a list of the sixty distinct successes that had resulted from their efforts during the past few months, and urged that if men in the tram per. way were desirous of participating in the increases which the Association was securing, all men should join the "All Grades."

At the conclusion of Mr. Thompson's address a number of questions were asked and satisfactorily answered. One of the members brought forward a grievance with reference to the per. way gangs working at Port Macquarie. The General Secretary stated that the matter would be taken up promptly with the department, and the secretary of the branch, Mr. Newton, duly advised of the decision.

Italian reservists in England have been ordered to join the colors. This is regarded as an indication that Italy will soon join in the struggle.

The war is costing the British Government £45,000,000 per month. In the spring Britain will have a fighting force of 2,500,000 men in the field. The Germans thought we were a decadent race!

Mr. Lloyd George, British Chancellor, has two sons at the front. The Prime Minister, Mr. Asquith, has also two sons in the army fighting their country's battles.

Germany commenced the war in August with 4,900,000 men. Her losses are estimated at 1,000,000 at the very least. The London "Times" estimates that in March or April Germany, with a supreme effort, can put 4,000,000 new men into the field. These will comprise youths and old men.