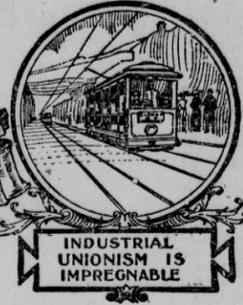


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Circulating amongst the Unionists and Labor Supporters of New South Wales, Victoria, Queensland, South Australia, West Australia and Tasmania.

VOL. XII, No 13

Business Address See page 6

THURSDAY, MARCH 23, 1916.

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THE RISING TIDE OF INDUSTRIALISM.

IMPORTANT MOVE BY TRAMWAY MEN.

TIRED OF SECTIONALISM AND IMPOTENCE.

ADVOCATES OF ONE SERVICE UNION.

For many years the whole of the organisation and the Amalgamated R. and T. Association has been working, in the endeavor to secure One Big Union, for the whole of the railway and Tramway Service. In every possible field has effort been made to achieve this ideal, in the courts, the press, the platform, by conference, and by the individual, and although many disappointments have had to be faced it has to be admitted by even the enemy, that the principle has all through the years continued to make solid progress amongst service men.

In the few years prior to the cancellation of the Amalgamated Registration by the Industrial Court, the progress of the All Grades was a complete revelation to the unionistic world. Up to the time of cancellation the membership had grown until the Amalgamated, as a single State organisation, was the largest in New South Wales. The cancellation troubles of course gave it a severe set back, but with the re-registration, the principle again made great headway, until now the membership is again sufficient to place it in the forefront of unions. All through, the most disappointing feature of the struggle for a service union for the whole of the employees, has been the unrelenting opposition of the sectional unions, the leaders of which have time and time again defeated any effort to extend this principle to their members. Conferences were of no avail, petty self-interest being placed as a bar to any realisation of the ideal; suggestions of ballots to determine the question were anathema to be paid officials, who placed their own interest first, and the welfare of their membership last, and opposition from them was so pronounced that it was at last realised that as far as they were concerned, there was no hope, in the word of an Amalgamated man, "They were not worth postage stamps."

It is quite evident, however, that the efforts of the industrialists have not been in vain. Although there was always a total absence of encouragement in the fight with the various officials, there has always been a sufficiency of converts to encourage a continuance. Continuously a number of new members, having had a sufficiency of the impotence of the craft or sectional system, have been brought into the fold of industrialism, and it has been just this factor from which sprang the hope, that eventually the men themselves in a big majority would realise the necessity of Amalgamation, taking steps themselves to effect the change.

That this hope was not ill founded, has been for some considerable time evident in more than one sectional body. Gradually the men of genuine unionistic ideals have been asserting themselves, and it is quite

clear that it is only a question of time.

Evidence of this is supplied by the position which has arisen amongst members of the Tramway Union. For a long time past the cult of industrialism has been spreading amongst these men. They may have been slow to realise how impotent the sectional body really was, but the realisation has been equally sure. Early last year it became evident

that the paid officials were, however, apparently too strongly entrenched, for they still pursued a policy of negatives, with the result that during the last few weeks many hundreds of men have resigned their membership.

The point at which breaking strain was reached was at the Tramway Union Conference, when the case of A. W. Buckley was submitted. Buckley was dismissed per-

the matter, about three hundred men being present. The following resolutions were carried without dissent:—

(1) That this meeting of tramway employees views with the utmost disgust the failure of the governing executive of the Tramway Union to formulate or suggest any method of practical and immediate protest against the treatment of their vice-president, A. W. Buckley, in the event of a conciliatory deputation to the Commissioner, failing to secure his reinstatement.

(2) That this meeting of tramway employees is of the opinion that the N.S.W. Government Tramway Employees' Union is not worthy of any further support, because its rules do not provide any machinery of initiative and government by the members as confirmed by this year's annual delegate meeting objecting to revise the Rules and Constitution in that direction, and also refusing to amend rules to compel officials to be elected by their members.

(3) That this meeting of tramway employees, while admitting the failure of the Tramway Employees' Union, considers the best method of awakening unionism throughout the service, is the strengthening and supporting the existing branch of the Amalgamated Railway and Tramway Service Association.

(4) That we pledge ourselves to work for and become members of that branch.

(5) That this meeting of tramway employees who are now becoming members of the tramway branch of the Amalgamated Railway and Tramway Service Association urge upon the general secretary of such association the advisability of appointing Arthur W. Buckley as temporary organiser for such branch.

(6) That a copy of the foregoing resolutions be conveyed per deputation to the general secretary of the Amalgamated Railway and Tramway Service Association.

Following this resolution, a deputation was appointed to wait upon the Executive of the Amalgamated, submitting them for their consideration. This deputation duly met the Executive on Sunday morning at the "Co-operator" office, when a very lengthy discussion of the desires of the men was entered upon. It was freely pointed out that the present rules of the Amalgamated made ample provision to cover what appeared to be the main desires of the tramway men, and other rules could be altered at the annual conference. Mr. A. C. Wallace, secretary of the "All Grades" Rozelle branch, gave valuable assistance in the discussion, and said that at the first meeting he would be prepared to throw his position into the melting pot, and if the newcomers desired a fresh secretary they would be enabled to secure one. The deputation having secured satisfaction in

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How here's a game
That's steady aim,
Though Jollywells' skilled,
The wife's the same.

These evening play,
Jollywells care away,
And sleep them fresh,
The work each day.

We hope that you
Will take their cue,
And eat "Jollywells"
As Jollywells do.

When your Appetite is "in Baulk,"

And you want to make A BREAK, you can get right on to the SPOT by sending round to the nearest Grocer for a tin of

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Carers of—"REX" Hams and Bacon.
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H. HUGHES, 121 Regent Street.
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Deposits received from 1/- upwards.
Interest paid at 3% per cent. on balances up to £50, except on accounts opened with the late Savings Bank of N.S.W., which are limited to £200.
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Ditto in Oak or Maple, £12/10/- to £40.
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Sideboards, with large levelled mirror, £12.
Sideboards, in Oak and Maple from £15/5/-.
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NEXT MEETING
OF THE
"ALL GRADES"
TRAM TRAFFIC BRANCH
WILL BE HELD ON
Monday Next, Mar. 27,
AT
HEAD OFFICE, BOWEN'S BUILDINGS,
First Floor, 10.30 a.m., and 8 p.m.
BUSINESS:
Election of Committee from new Depots—3 from each, nominations for which are hereby invited
Nominations of a Councillor to represent the Branch on the Council of the Association and other important business.
Every Member Invited to Attend.
A. C. WALLACE, Secretary.

that an awakening was taking place. The men with industrial ideas began to take a more active part in that organisation, and this culminated at the end of the year in a straight out trial of strength. Between the old union officials, all of them strongly conservative, opposed to any change by which the democracy of the service would be enabled to work out its own destiny, or which would in any way jeopardise their positions, and the new men filled with progressive ideals, and imbued with the desire to secure to service men the right of initiating and agreeing to every move which might be in their interest. For practically all the positions in the union these new men were elected by large majorities, many of the conservative element being scrapped as a result.

A mass meeting was held last Thursday by these men to consider

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THE TURF.

Sound Asleep, who raced here and at country meetings with success, was destroyed on Saturday.

The biggest dividend paid at the Q.T.C. meeting at Brisbane on Saturday, was £11 2s. 5d. for 10s.

Gazorus, winner of the Canterbury Handicap on Saturday, is one of the biggest horses ever seen on the turf, and prior to coming to Sydney, was a picnic performer in Queensland.

Istrian appears to have gone right off.

Kandos, who ran a close third in the Canterbury Handicap, is in the A.J.C. St. Leger and Sydney Cup.

Patrobas arrived in Sydney early in the week.

The St. Kilda Cup was won on Saturday by Wishing Cup in record time.

The Fortunatus horse is in the Sydney Cup with \$at. 9lb.

Winners at Newcastle on Saturday were, Chantry, Tony Blue, Regularly, Melton Lad, Bulbo, and Frank E.

Some good dividends were paid at the Port Adelaide races on Saturday. In a couple of events the second horse returned what would be considered here a fair winning price.

My Gavoni started favorite in the Shamrock Handicap at Brisbane races on Saturday, but he was beaten out of a place.

The following horses were successful at the Kensington pony races on Saturday: Zalero, Idle Girl, Cash Box, Ruby Brown, Harbour, West Loch, Midnight, Wombah, and Footprint.

Kandos finished fast in the Canterbury Park Handicap on Saturday, and would have won had the race been a little further.

Treadwell was never really extended in the second division of the Maiden Handicap at Canterbury on Saturday.

Ascot and Warwick Farm races on Saturday.

There is a Tatt's sweep on the Warwick Farm Handicap on Saturday.

Kandos finished well in the Canterbury Park Handicap on Saturday.

Venetian King ran second in the Cove Handicap at Port Adelaide on Saturday.

ASSOCIATED RACING CLUBS PONY RACES. NEXT MEETINGS: 1916. Ascot, Sat. March 25. Victoria Park, Wed. Mar. 29.

R. H. BOWLES, ACME CYCLE DEPOT. 513 GEORGE-ST., SYDNEY. Australian-built Bicycles from £7/10/.

BAKER'S STADIUM. Personal Direction, Mr. R. L. BAKER. NEXT SATURDAY NIGHT at 8.30 p.m. Australian Heavyweight Championship Les Darcy (Holder) v. Les O'Donnell (Challenger).

WARWICK FARM RACES SATURDAY NEXT. SIX EVENTS HORSE RACES. GOOD ENTRIES. THE COURSE AND GROUNDS ARE IN SPLENDID CONDITION.

Saturday, and returned a dividend of £42 1s. on the tote.

Jockey O'Keefe won two races at Newcastle on Saturday.

Maharajah, who was one of the best horses on the weights appeared, has been scratched out of the Doncaster Handicap.

It is quite probable that a couple of races at Warwick Farm on Saturday, will be run in divisions.

Auriga, who showed form at "big" horse meetings, is entered at Ascot on Saturday.

The registered performer Karool has gone into W. Howe's stable, and in future will race among the "ponies."

Winners at Gosford on Tuesday were, Moringle, Lounoody, Alcornet, Applique, Kirribilli, and Corahap.

For interfering with Lady Sydney in the first division of the 14.2 Handicap at Rosebery yesterday, W. Sharpe, rider of Tikumbi, was suspended for six months.

CANTERBURY.

WINNERS, S.P., RIDERS.

Eastern Pearl, 7 to 1 (L. Walker).

Treadwell, 9 to 10 (J. Reynolds), Heatherbrae, 2 to 1 (Lillyman), Rualma, 5 to 1 (McCabe).

Gigandra, 3 to 1 (Bracken), Gazorus, 25 to 1 (Wilkinson), San Thome, 9 to 10 (Manning).

A fairly large crowd witnessed some good racing at Canterbury on Saturday. The day was fine, and the going good.

The Maiden Handicap was run in divisions, and for the first flutter Courante went out favorite, but went under.

Anotto, Courante, Lady Millie, Eastern Pearl, and Orelad were the smartest off and at the five furlongs were in the van.

At the half mile Courante led from Lady Millie, Anotto, Eastern Pearl, and Orelad, and at the hill positions were much the same.

Courante led round the turn from Eastern Pearl with Lady Millie and Orelad next. Courante showed the way into the straight, but at the distance Eastern Pearl was in charge, and coming on won by a head from Lady Millie, who finished well. Courante was a fair third, Orelad fourth, Anotto fifth, Lattice Work sixth, and Balwalla last.

Imported Treadwell was the elect in the second division and backers scored.

Haldee Darling was first away, and passing the five furlongs led from Treadwell and Orra. At the half mile Haldee Darling led by two lengths from Treadwell, who was three lengths in advance of Orra, with Rocus and Maskman next.

Treadwell led into the straight from Orra and Rocus, and coming on won easily from Orra, with Rocus a fair third, Sir Lidoff fourth, Navalium fifth, and Haldee Darling next.

Heatherbrae and March On were the popular selection in the Nursery Handicap, and the former scored.

Bruck was first away, but Cesarionette took up the running and led from Bruck, March On, and Heatherbrae. Going up the hill Cesarionette was out two lengths from Heatherbrae, and March On, but at the top March On found the leader, while Smoky headed the others.

Cesarionette showed the way into the straight to March On, with Smoky and Heatherbrae next.

At the distance Heatherbrae and March On were on terms, and the former, finishing well, won nicely from March On, with Cesarionette a fair third, Smoky fourth, Maid of Arr fifth, and Hitachi next.

Fine weather prevailed for the pony meeting at Rosebery yesterday. The attendance was large. Sport commenced with the Maiden Handicap, which was run in divisions. For the first flutter Phyllis May started favorite, and although badly served at the start she was good enough to win by a neck from Devatine, with Pride of Lancaster third, Phillip's Chance fourth, Mimer's Daughter fifth, and Doodly next.

Pride of Lancaster led into the straight. Miss Woodlark led all the way in the second division, and won nicely from Lodger, with Union Jack third, Honororus fourth, and Glorious next.

Footprint (favorite) led into the straight in the 14.0 Handicap from Iola, but at the half-distance the latter was in charge, and although Atherdon finished fast he could not get up and was beaten by a head by Iola.

Footprint was a close third, Secret fourth, and Green and White fifth.

The first division of the Flying Handicap went to Arakoon, who led all the way and won from Schotische, with Cozin third, Kind Lady fourth, Loud Report fifth, and Dunalstair next. The favorite, Pathos, was backward early, and finished at the head of the others.

The 14.2 pony Margarita was sent out slightly better favorite than Annex in the Flying Handicap, but the winner turned up in Rualma, a 5 to 1 chance.

Lord Liddell led early, but at the five furlongs Istrian showed the way to Lord Liddell, Lady Truda, Rualma, and Annex. Going up the hill Lord Liddell ran to the front, and led from Annex and Lord Linnet. At the turn Lord Liddell led from Rualma, Istrian, and Annex, and entering the straight, the grey was still in charge.

Rualma was in command at the distance, and coming on won comfortably from Margarita, who did well at the finish. Annex filled third place, and then followed Lord Liddell, Istrian, Lord Linnet, and Fizing.

Old Gigandra was made favorite in the Stewards' Mile, and the Ibez horse pulled his supporters through. Blackacre was smartest off, and led past the stand from First Stitch, Gigandra, and Lady Minnie. Along the side Blackacre led from First Stitch and Lady Minnie, but as they ran along the back First Stitch showed the way to Blackacre, and Lady Minnie. First Stitch led into the straight from Blackacre, Gigandra, and Lady Minnie, but Gigandra took charge at the half distance, and eventually won by half a length from Blackacre, with W.L.S. a fair third, Chid fourth, First Stitch fifth, Plastrine sixth, and Bay Rum next.

A small field went out in the Canterbury Handicap, and Cesarus was made an odds on favorite.

Cesarus was first away, and just led Sir Howard into the straight. Passing the stand Cesarus and Sir Howard led from Glenquin, and in that order they raced along the side. Along the back Sir Howard led from Cesarus, with Gazorus, Glenquin, and Kandos next.

Gazorus was first into the straight, and lasting well just won from Cesarus, with Kandos a good third. Sir Howard was a poor fourth, and Mary Bundook next.

The meeting concluded with the Park Stakes, for which San Thome started an odds on favorite.

San Thome led early, but passing the stand Maltasia showed the way to San Thome, Dick Wedgewood, and Highland Band. San Thome took charge at the side, and along the back led by three lengths from Maltasia, Dick Wedgewood, Highland Band, and First Order.

The favorite was never afterwards troubled, and won easily from Clash of Arms, with Maltasia third, Miss Squires fourth, Albunor fifth, and Matron last.

The 440 yards championship for members under 21 went to C. Lyons in 5m. 59.35s.

E. Doyle and J. McBurnie dead heated for first in the final of the Rose Bay Club's 100 yards Handicap, and in the swim off J. McBurnie won in 1m. 21s.

The Eastern Suburb's Club decided a 100 yards handicap at Bronte on Saturday when R. Marks scored from F. Tienan in 1m. 12.25s.

The Enfield-Bugwood Bicycle Club decided an eight miles cycle Handicap on Saturday, when the winner turned up in W. Cook, who rode the distance in 23m. 4s.

The Ashfield-South Sydney Club's 5 miles road race resulted in a win for L. Cassney in 15m. 25s.

The first grade cricketers commenced another round on Saturday in cold weather.

Batting for Glebe against Petersham E. Berry scored 53, and topped the score. The innings closed for 142.

Basset, four for 31, and Leggo three for 50 were the best bowlers for Petersham.

Petersham only scored 90 in their first innings, the best bats being Campbell 20, and Scott 25.

Bowling for Glebe Norman took eight wickets for 31 runs.

Mr. Mendham, railway station master at Tamam for the past year, was tendered a send-off. The Mayor, on behalf of Mr. Mendham's friends, presented him with a case of pipes.

Mr. H. Hopkins, secretary of the West Maitland branch of the "All Grades" at Maitland, writes to point out that in the report of the recent conference, we omitted to state that the motion (No. 91) put forward by his branch was carried at his instigation.

The omission was inadvertent and we are pleased to have been notified of it.

The resolution reads as follows: That privilege and station passes be available for use by employees at all times, (holidays included).

Dear Editor,—Having read with interest the letters of "Billy Moore" and "Billy Ben" I agree with most of their suggestions, as do practically the whole of the per. way men in the service who belong to the union—we cannot speak for the non-unionist as he is always ready to accept the privileges fought and gained by the unionist. But I cannot agree with the suggestion that the per. way should form a separate union of their own, as what we want is ONE UNION. As pointed out in the "Co-operator" some time back, where one class of work depends so much upon another, the different unions should amalgamate and form one big service union; then the men that are paid a living wage should assist to bring their fellow workers to a similar level. I wish to state, as pointed out in last issue of the "Co-operator," that upon the shoulders of fitters and gangers and members of the per. way department rest the safety of many thousands of lives of travelling public, and they are responsible for protecting and safe-guarding the property of the Chief Commissioner; also a considerable amount of skill and experience is required to perform these duties, which the Department is full aware of. Then, I will ask, why are they always underpaid according to the responsibility that rests upon them? Perhaps it is because this body of men has been too slow in acting in the past, which I hope will not be the case in the future. The recent award granted to construction men should arouse the men in the near future as fitters and gangers in that branch have received substantial increases, and are doing exactly the same class of work as the per. way men under the Chief Commissioner. It is for every per. way man to roll up to his branch and discuss the feeling of the men that are effected in this matter, or to have a meeting convened at an early date should the usual meeting be at a distant date, as no delay is required. The results of the meeting should be sent on to the general secretary. Hoping this matter will not be allowed to fall through, as this is the only direct way to obtain the feelings of the men concerned, yours, etc.

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University scored 199 against Sydney. C. R. Campbell, with 57, topped the score.

Sydney lost four wickets for 74 runs.

Fusedale, three for 35, and Asher three for 51 were best bowlers for Sydney.

Gordon scored 168 against Redfern, one for 88.

H. A. McLean hit up 46 for Gordon.

Adams, three for 19, bowled well for Redfern.

Middle Harbor scored 159 against Western Suburbs, two for 232.

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University scored 199 against Sydney. C. R. Campbell, with 57, topped the score.

Sydney lost four wickets for 74 runs.

Fusedale, three for 35, and Asher three for 51 were best bowlers for Sydney.

Gordon scored 168 against Redfern, one for 88.

H. A. McLean hit up 46 for Gordon.

Adams, three for 19, bowled well for Redfern.

Middle Harbor scored 159 against Western Suburbs, two for 232.

Mr. H. Hopkins, secretary of the West Maitland branch of the "All Grades" at Maitland, writes to point out that in the report of the recent conference, we omitted to state that the motion (No. 91) put forward by his branch was carried at his instigation.

The omission was inadvertent and we are pleased to have been notified of it.

The resolution reads as follows: That privilege and station passes be available for use by employees at all times, (holidays included).

Dear Editor,—Having read with interest the letters of "Billy Moore" and "Billy Ben" I agree with most of their suggestions, as do practically the whole of the per. way men in the service who belong to the union—we cannot speak for the non-unionist as he is always ready to accept the privileges fought and gained by the unionist. But I cannot agree with the suggestion that the per. way should form a separate union of their own, as what we want is ONE UNION. As pointed out in the "Co-operator" some time back, where one class of work depends so much upon another, the different unions should amalgamate and form one big service union; then the men that are paid a living wage should assist to bring their fellow workers to a similar level. I wish to state, as pointed out in last issue of the "Co-operator," that upon the shoulders of fitters and gangers and members of the per. way department rest the safety of many thousands of lives of travelling public, and they are responsible for protecting and safe-guarding the property of the Chief Commissioner; also a considerable amount of skill and experience is required to perform these duties, which the Department is full aware of. Then, I will ask, why are they always underpaid according to the responsibility that rests upon them? Perhaps it is because this body of men has been too slow in acting in the past, which I hope will not be the case in the future. The recent award granted to construction men should arouse the men in the near future as fitters and gangers in that branch have received substantial increases, and are doing exactly the same class of work as the per. way men under the Chief Commissioner. It is for every per. way man to roll up to his branch and discuss the feeling of the men that are effected in this matter, or to have a meeting convened at an early date should the usual meeting be at a distant date, as no delay is required. The results of the meeting should be sent on to the general secretary. Hoping this matter will not be allowed to fall through, as this is the only direct way to obtain the feelings of the men concerned, yours, etc.

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BOXING.

(By "Left Hook.")

NOTES.

At Brisbane Frank Thorn out-pouted George Taylor after twenty rounds, in which reports state that the former was superior from beginning to end.

At Melbourne Herb McCoy and Frank Gilmore fought 20 rounds, and McCoy is also exceedingly clever and, moreover, his punches carry considerable weight.

Next week Les O'Donnell and Les Darcy are to meet at the Stadium. It is hard to see why this match has been made, as O'Donnell can have no possible chance of being returned the winner, in fact, I for one, shall be greatly surprised if he is still on his feet at the end of ten rounds.

HOLLAND V. BROWN

BROWN BADLY OUTCLASSED.

The second contest in Australia between Fritz Holland and George Brown took place at the Sydney Stadium on Saturday last. This match has been looked forward to with a large amount of interest by boxing patrons, owing to the fact that in their previous contest, Holland was robbed of a well-earned decision, and his many admirers looked to him to make even greater efforts to convince the referee that he was far and away ahead of Brown as a boxer. He did not need to convince the majority of fight followers; they had been convinced during the first fight. Holland earned and was awarded the verdict at the end of twenty rounds. Fritz amply demonstrated that the opinion of the "Co-operator" with regard to Brown's boxing ability was correct, for on Saturday he made Brown look like a veritable novice. In fact there was only one department in which Brown excelled, viz., in wild slugging. He certainly had the better of Holland there, but as Fritz did not remain fixed in one place like the punching ball that Brown usually operates on, most of his efforts went astray. At the same time there were occasions on which it looked probable that his great strength would prove Holland's undoing, but at these times, by judicious back moving and dodging Fritz was able to keep his man at bay long enough to get his wits well in hand again. Holland was first in the ring, and Brown followed shortly after. Brown made rather a lengthy examination of Holland's bandages, but if he expected to upset Holland's equilibrium by this method he was disappointed, for Fritz merely gave an amused grin. As the mechanical time keeper was out of order, the fight was timed by the watch alone. It is a long time since this happened, although, of course, the timekeepers always keep a check on the clock. As soon as the first round opened Brown, as usual, made a wild rush at his man, but Holland side stepped him and they clinched. After breaking away Brown smothered and allowed Holland to take a few punches at his covered jaw, and then suddenly cut loose and dealt Fritz a mighty knock to the ear, and then there was more clinching, in fact, most of the round was passed in embracing. During the first minute of the second round Holland simply had his man on toast by tapping him with a light left and then dodging away from his wild charges. After this, however, Brown was a little more successful, as he got in a good uppercut with his right and swung his left to the ear. A similar state of affairs obtained in the third round, during which periods he took the major points. He tried to follow up his advantage in the fourth, but Holland plied a straight left so accurately that it was scarcely ever out of Brown's face.

In the fifth Brown early on scored two good blows, both rights, one to the ear, and the other to the jaw. Shortly after he made another wild bull rush after Holland and swung a left with all his force, and as Holland neatly side stepped Brown found himself half way through the ropes greatly to the crowd's amusement and his own chagrin. In the sixth Brown made savage swipes, at the body but they were mostly taken on the arms, and when they clinched Holland played a tatter on Brown's left ear, meanwhile thwarting all the other man's attempts to place a blow. In fact, Brown's infighting was as badly judged as his long range work. After the break, however, Holland succeeded with a left rip to the ear, and then backing away drew Brown on, and made him a present of a solid uppercut to the chin. Holland had a very sore looking swelling over his left kidney as a result of stepping inside Brown's swings, and taking them round the back. The ninth proved an exciting period as Brown tried hard to make up some of his big deficit, but although he landed a few wallops Holland, by skilful footwork, frustrated most of his efforts, and constantly jabbed his left to the face. In the tenth Brown was warned for working his forearm into Holland's throat. From the tenth to the nine-

teenth it was mostly Holland, although in the seventeenth Brown shook Holland up severely with left and rights to the head, but he was too slow to take advantage of his opportunity, and Holland pulled himself together again. In the twentieth Brown set out to try and pull the battle out of the fire by a knock-out, and he succeeded in landing several heavy punches, but Holland was so well in the lead that he was content to act on the defensive, and he practically stalled the whole time. Brown's terrific efforts in this round were a practical admission that he knew his only hope of winning was to put Holland out. The weights were Holland 11st. 11lb., Brown 11st. 4lb.

The first prelim. was between George Newberry and Luke Wright, and they both put up a vigorous fight, which Newberry won on points. The second, between Herb Barker and Wal Scuttis, was won by the latter on points.

Henry J. Blackmore, leading porter, railways, at 9/6 per day,

THE CO-OPERATOR.

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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.

LEGAL RESPONSIBILITY.

While all our business in connection with free services to our readers will be conducted in good faith, and the best service and advice given, it must be understood that all such service is of a friendly nature, and without legal responsibility.

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THURSDAY, MARCH 23, 1916

ARBITRATION AS IT IS.

The essential basis of any system of Arbitration is an expressed willingness to compromise, but this should not necessarily involve the complete surrender of all the rights held by either party.

And from Labor's point of view the right to a living wage, based on present day standards, is fundamental and, in consequence, should remain inviolate.

But it is this very fact, coupled with the long period of difficulty which first of all was experienced by Industrial Organisations in securing its recognition by the Court, and secondly the recent judgments of the Court which abrogate this right—the basic principle upon which Labor's participation in any system of Industrial Arbitration is made reasonable or possible—which accounts for the general loss of faith, even the mis-trust and disgust of the workers as a whole, in the system of Industrial Arbitration as we have it to-day.

That the difference in the position of the Employer and Employee in relation to an award of the Court is also fundamental, is not difficult to show.

Viewing the broad aspect of the question, the Employer suffers no real penalty when an award fixes a higher rate of pay for his Employees. Inevitably the new item of cost is passed on to the consuming public, which includes the Employee, who, in consequence, shoulders proportionately as much of the burden and oftentimes a good deal more than the Employer for whom he works. At its very worst an award, increasing wages, can only take away from the surplus of Labor's production which is represented in profit.

But there is no equivalent circumstance to be considered, in the relation of the Employee to an award which penalises him by reducing his wages—the result in effect of refusal by the Court to maintain his wage standard in accordance with the actual and determinable cost of living.

Experience has shown that the standard wage has never gone beyond the livable limit set down by the Government Statistician as the result of an award of the Arbitration Court, although it is true that some Unions have been able to demand a wage standard higher than the living wage, but only by reason either of the organised strength of its members, or because a shortage of labor has forced the Employer to compete for that commodity.

But in the case of Employees of the Railway and Tramway Commissioners, neither factor has any immediate practical value in influencing the rate of wages they are paid.

With anything like complete organisation amongst Railway and Tramway men it would be possible to secure fair and reasonable wages and conditions without reference to either Arbitration or the alternate method of the strike. But without detailing the circumstances it may safely be said that the achievement of such a result is yet a long way off, a fact appreciated at its full worth by the Commissioner, but quite evidently not recognised by Service men. And quite apparent is the fact that Railway and Tramway men have no other market for their labor and consequently reap most of the disadvantages, but none of the advantages, of the operation of the law of supply and demand.

Particularly in view of this latter consideration, and more generally on account of the public nature of the service in which they are employed, service men can surely claim to be protected from the exploitation of their labor, as evidenced in their present state of wage slavery. As employees of a private corporation they would share neither profits or loss of the business or industry concerned, but as ratepayers they are burdened with their full share of the responsibility either way in the State-owned concern.

Recent developments with respect to the decision of the Arbitration Court affecting service men, and particularly the recent judgment of Mr. Justice Edmunds in the appeals against the award of No. 3 Board, dealing with the claims of Tramway men, go to show just how little service men may expect in return for submission to the carefully regulated but terribly slow and costly process of Industrial Arbitration as it stands to-day.

Startling as the fact may seem, it is, nevertheless, true that in 1913, the year during which the cost of living and the minimum wage for laborers was determined by Mr. Justice Heydon, the living wage was fixed at £2 8s., but despite the fact that the purchasing power of the sovereign had fallen about 20 per cent. by the end of 1915, the Court has on appeal directed the recent interim award covering Tramway men to stand, fixing the living wage basis at £2 12s. 6d. for the term of the award.

The reasons actuating this decision are explained by Mr. Justice Edmunds as being due to the war, and are justified no doubt by the pronouncement previously made by Mr. Justice Heydon when the latter released Wages Boards from the instruction contained in the Living Wage Judgment delivered in November, 1914, which directed that the rise and fall of the laborer's wage in Sydney should go up and down with the Commonwealth Statistician's tables on the changes in the purchasing power of the sovereign.

Just how Mr. Justice Edmunds reaches the conclusion that 8s. 9d. per day is actually higher than the living wage standard at the date of the award, is by no means easy to follow.

As a matter of fact Mr. Justice Heydon quoted figures in his review of the cost of living judgment referred to, which are very much at variance with Mr. Justice Edmunds' statement. "The living wage," said his Honor, "which stood at the end of 1913 at £2 8s., and at the end of 1914 at £2 9s. 3d., at the end of the third quarter of 1915 (which it should be noted is prior to the date of the interim award of £2 12s. 6d.), was no less than £3 3s."

Quoting still further Mr. Justice Heydon said, "This is beyond all precedent. . . . For the present I have had to consider whether the living wage judgment should stand . . . with reluctance I have concluded that it should not."

In conclusion his Honor said, "The problem is one of such difficulty and importance that it might well be considered by the Government, and I beg to call their attention to it."

Trades Unionists, and particularly those in Governmental employ, might reasonably expect that they would be protected against the legal enactment of a wage below the cost of living. With a Labor Government in power it surely is not too much to ask that the primary object of their election to office should be given effect to, but although laid down by the Court of Arbitration as the basic principle of all awards under normal conditions, the Government is apparently quite content to allow the principle to go overboard without question, although their attention has been called to the matter as stated.

Let the War be the excuse if you will, the industrial movement demands its inalienable right that the lowest standard wage shall be a living wage.

Certain it is that this much must be secured to the Worker by Legislative enactment as one of the principal amendments to the Industrial Arbitration Act, if the system is to commend itself in the future to organised Labor for the peaceful settlement of its industrial claims.

THE EVELEIGH DRILLERS.

PROTEST AGAINST REDUCTION AND STOP-WORK.

SETTLEMENT ARRIVED AT.

On Friday last a number of drillers employed at Eveleigh and in the signalling department stopped work on account of dissatisfaction in regard to the matter of wages provided in the judgment of Mr. Justice Edmunds, in an appeal decided by him on the previous day, in regard to No. 7 Board. Primarily the trouble was caused by the reduction of wages to the amount of a half-penny per hour.

The men who ceased work numbered 60 or 70. They were receiving 1s 2d per hour, and were not granted the increases awarded to other engineers by the decision. Instead, the decision appeared to award them the rate for ironworkers' assistants, which is 1s. 2d.

The claims of the drilling and other machinists in the railway workshops were included in an application lodged by the "All Grades" with the Railway Group, No. 7 Board over two years ago. On that occasion evidence was called by the union and 60 or 70 witnesses were examined. The employees' case was closed before the war commenced, but the case for the Chief Commissioners had not been opened, when the sittings of all the Railway Boards were suspended. Since that embargo was removed, the No. 7 Board has held one or two formal sittings, but has not yet proceeded to deal with the men's claims.

Meanwhile, by an award of the Iron and Shipbuilding Trades Group, No. 1 Board, made on October 11 last, certain iron and steel workers received increases, which were substantial in the case of fitters, turners, and bench hands, while drillers and other machinists received only 1d per hour. The unions concerned appealed against the award, and on March 17, Mr. Justice Edmund delivered judgment on the appeal. Some classes of workers received further increases, but the drillers and other machinists were reduced.

Both the award of the Iron and Shipbuilding No. 1 Board, and the decision on appeal, applied automatically, under Section 26 of the Industrial Arbitration Act, so far as increases were concerned, to kindred trades in the service and the increases were paid on the gazette of the award and variation. When it was seen that in the appeal against the outside award, no increase was granted to drillers and other machinists, the men at Eveleigh, who had lost hope of their own board dealing with their claims, or granting the increase asked for, resolved to cease work in protest.

In the Industrial Arbitration Court on Monday, before Mr. Justice Edmunds, Mr. Henwood mentioned that his Honor's decision appeared to award drillers the rate prescribed for ironworkers' assistants' 1s 2d, and not the rate prescribed for drillers in the ironworkers' assistants' award, namely, 1s. 2d. He thought this was an error.

His Honor said that it had been his intention to award the rate as prescribed in the ironworkers' assistants' award for drillers, 1s 2d.

Delegates from the men affected waited upon the "All Grades" Executive on Friday night last and placed the case before them, and as a result the general secretary (Mr. Claude Thompson) was instructed to take whatever action he thought necessary.

A number of meetings were held at the Trades Hall and on Tuesday a deputation waited upon the assistant Minister for Railways, who assured them that the sittings of the Wages Board which would deal with the men's claims, would be expedited and that if the men went back there would be no victimisation.

Yesterday (Wednesday) the men had a meeting and agreed to go back to work on the guarantee that No. 7 Board sittings would be expedited and that there will be no victimisation.

AN INCREASE FOR CAR AND WAGGON SHOP LABORERS.

In January last the general secretary of the Amalgamated wrote to the Acting Chief Commissioner and asked that certain laborers employed in the carriage and waggon shops at 8s. 8d. a day, be paid 9s. a day under the variation of the Iron Trades award. A reply, dated the 4th inst., stated that the matter had had enquiry and consideration, and the Acting Chief Commissioner had approved of the increases as from 2s. 11.15, in accordance with the carriage and waggon employees' award, and that directions were given accordingly.

At the inquiry into the death of Robert Henry Richards, a clerk in the Railway Department a verdict of suicide was returned. The deceased jumped over the cliffs at Coogee on the 12 inst., and subsequently died in the hospital.

A shunter named William Robert Weston was crushed about the thighs and legs at the Flemington railway siding on Monday night while shunting two sheep vans.

ORGANISING

NEW EFFORT DECIDED UPON

BRANCHES TO CONTROL.

A meeting of the Executive and Council, together with Metropolitan Branch officials was held at Head Office on Monday evening last. There was a good attendance, Mr. Vice-president Kavanagh being in the chair. Mr. Kavanagh said that the meeting was called to endeavor to secure assistance of all the "All Grades" men interested in the effort to further the "One Service Union" principle. The general secretary also spoke of the need of organising. He touched upon the prospect in the tramway service and said that the railway department was not nearly as well covered as was desirable; great opportunities being open everywhere, especially at Randwick and Eveleigh. That there was need for one big union was evidenced in the recent trouble at Randwick, when instead of there being one organisation to control the trouble there were eight or nine, and he himself had sat for a fortnight with the other representatives and in every case it was necessary to refer any tin-pot question to each separate organisation, with the result that all the time there was practically chaos in the management of the strike. They had endeavored to bring about amalgamation and the effort among the other service unions was not worth the postage stamps. They should have one organisation and preference to unionists so that the men who provide the sinews to secure better conditions would secure the results of their labor. He quoted the case of a Newcastle man who had, through the efforts of the Organisation, secured back pay amounting to about £50, and then for some tin-pot reason or other resigned from the branch, too mean to pay a small contribution. He recommended them to take strong action to secure their end.

Mr. Martin dealt with the evils of the shop and other committees, and said that the non-unionist and the unfinancial member made too much use of them.

Mr. Teen spoke at great length of the need for educational effort and thought that knowledge constituted the power they required. He advocated the distribution of many series of pamphlets.

Mr. Kavanagh suggested that they should endeavor to capture the political machine and so redress their grievances.

Mr. Toole was shocked to be invited to attend a meeting for the purpose of organising. Some time ago, his branch had offered the Executive the services of several men free of charge for organising purposes, which offer was not accepted. If they were to succeed the present method would need to be put in the melting pot. He referred to the many voluntary organisers who had cost the Association considerable sums of money. The recommendation to capture the political machine was waste of time, they should look to the industrial field. Political organisation would send them on the rocks. They would find no organisation in the world who neglected organising as the Amalgamated did. He moved that a committee of five be appointed to take charge of the organising and to control the finances of same.

Mr. Evers (treasurer), opposed the motion. He could not agree with empowering a committee to deal with the whole of the organising at the instance of a small meeting of the kind. The Executive, despite what had been said, should control any organising effort, since they had been appointed with every confidence by the Conference as representing the whole Organisation. It was true that the Executive had no definite proposal to offer, but surely the intelligence of metropolitan secretaries and collectors should be able to initiate a scheme. Actually, the reason the Executive had not been able to consider some scheme to place before the meeting had been the tremendous pressure of more urgent business, which had kept them sitting till the last thing on Friday night, which was the Executive night of meeting, at which an adjournment was made to the Sunday morning, which meeting also lasted till near the middle of the afternoon. He was prepared to agree that having succeeded in the political sphere the Labor member of Parliament when in opposition was ever ready to help strikers, but to-day they had the spectacle of a Minister of the Crown from a Labor constituency like Broken Hill supporting the "scab." If the unionists would secure complete control of the industrial machine politics would not matter and the first step in that direction was to educate unionists to the value of the "one big union" idea.

Considerable time was taken up in the discussion which followed as to the methods of educating members of sectional unions and non-unionists, and Mr. Kavanagh urged that any member who could, should make use of the columns of the "Co-operator" for the expression of his views.

Mr. Teen said in this connection that some of the articles sent to the "Co-operator" had not been published, and he could bring volumes of logic to prove to the editor that they

were in the interests of the movement.

Mr. Martin asked was it not a fact that it had been denied by the "Co-operator" manager at Conference that Mr. Teen had sent stuff for publication?

Mr. Teen said that although he had written the articles in question they had been signed by two others, who were members of the Association, and not by himself.

Mr. Evers moved as an amendment that a committee of five be appointed to deal with organising work. His suggestion was that volunteers be asked for, who would be able and willing to assist in a campaign which would involve very little cost, and would enable the Executive to co-ordinate the efforts of organisers who could address meetings throughout the service.

In reply to Mr. Campbell, Mr. Toole said his proposal was that the organising committee should be adequately financed by the Executive to carry out the campaign.

Mr. Falvey (Ashfield), moved a further amendment providing "That branches be asked to formulate a scheme for organising within their own districts, having the appointment of their own organisers and the conduct of the campaign, but that any scheme outside the campaign should be submitted to the Executive for endorsement." After a discussion lasting nearly two hours they were no further advanced, said Mr. Falvey, since the appointment of a committee would mean practically no more than the Executive doing the work. He was surprised the Executive had no proposals framed to submit to the meeting, and his branch for one had not been notified in time to give the matter consideration. His view was that the branches were more capable of dealing with the needs of their own district than any committee that might be appointed, or even the Executive. More than this, they would have more faith in a man of their own choosing and would back his efforts with more enthusiasm. He strongly urged the acceptance of his proposal; it would make possible a campaign at once without the need of appointing paid organisers.

Mr. Campbell opposed the further amendment and supported the proposal of a committee of five. In any case the Executive would be responsible, and if the effort were not a success would be blamed by the branches, if their wants were not given effect to.

Mr. McBain (Redfern) heartily supported the further amendment. To show what was possible if organising by the branches were carried out, he pointed to what Redfern had recently done, where, as the result of one special effort, they had secured something over seventy members.

After further discussion the motion and amendments were severally put to the meeting and the proposal of Mr. Falvey finally carried by a substantial majority. The chairman then announced that the result would be communicated to the branches by circular, and that the necessity for another meeting was not apparent at the moment, but would be called if necessary. The meeting then adjourned.

THE WORKERS' COMPENSATION ACT.

The Workers' Compensation Bill, which has passed the first reading stage, supersedes the Miners' Accident Relief Act and its amendments, and the Workers' Compensation Act of 1910. The Bill increases the minimum compensation in case of death from £200 to £300 and the maximum from £400 to £500. The maximum weekly payment in the case of total incapacity is £1 10s, and in the case of a lump sum payment such an amount as would purchase an annuity equal to 75 per cent. of the annual value of the weekly payment. "Worker" under the terms of the bill includes persons engaged in manual labor, clerical work or "otherwise" whose remuneration does not exceed £500 per year. The employer is not liable to pay compensation on account of an injury that does not incapacitate a worker for at least a week. Notice must be given within six months of the accident. Private schemes are allowed under the act to which the worker may contribute, but in such cases the benefits must be better than those set out in the Act to the extent of the workers' contributions, and in all such cases the private scheme must be accepted by a majority of the workers to whom it is intended to apply. Also the acceptance of such scheme shall not be a condition of employment. In case of sub-contracting the principal is made responsible for the payment of claims, but this only when the worker is employed on the premises of the principal. The bill provides for compensation in cases where diseases of a specified character are contracted by workers at their employment. The Act is to apply to State employees.

In some respects the bill, as introduced, is an improvement upon previous legislation and railway and tramway men will be pleased to learn that the measure contains no provision to allow the Chief Commissioner to deduct from compensation payable the gratuity granted by the Superannuation Board, which he has hitherto been in the habit of doing. A couple of weeks ago we

summarised the provisions of the Queensland Act, passed by the Ryan Government. In a great many respects that Act is far in advance of the measure now before the New South Wales Assembly. Readers interested may turn up their "Co-operator" and note the manner in which the Queensland Labor Government dealt with this important industrial measure.

DOES JUSTICE MISCARRY?

Once again we have to announce that as a result of the strike of a section of the men in the railway service all the wages boards dealing with the employees of the Chief Commissioner are held up. That this is keenly disappointing to many thousands of the men is to put it very mildly. It just adds, to the dissatisfaction of men who have been so long debarred from access to the courts, a feeling that there is nothing possible under the sun which will enable them to redress their troubles. Time and again we find Labor Ministers and Judges laying down the principle that the workers may not have more than one method of effecting a betterment of their industrial conditions. They must choose between the Arbitration Court and the strike method. If men who went on strike were debarred from any of the benefits of the Court for a period, this principle would be quite effectively applied, those acting contrary to the dictum being visited with the punishment for their sins.

But when it comes that the operations of twenty or more wages boards, covering upwards of fifty thousand men, are held up because of any small and isolated industrial trouble, due to which a few men cease work, it seems to us such an anomaly that its realisation should at once effect an alteration.

There is a well known maxim of the law, "that ninety-nine guilty men should go free rather than one innocent man suffer." If this applies equally to all the courts in the land, how can it be reconciled to the continuous penalising of workers, who are as far removed from a strike in intention or interest as is Australia from Europe? To think that because a small section of men strike—they need be only half a dozen—all the large sections of railway and tramway employees are punished, provides a remedy far and away too drastic. Who could argue that it was either fair or just to penalise the per. way men from Sydney to Bourke, Albury or Queensland border, because of a small strike somewhere in the city, or to punish the thousands of men employed in the Tramway Department, because of a locomotive men's strike at some small country depot? Probably this was considered by the Court, and the condition allowed to exist so that the service organisations might exercise effective control over their members in the prevention of strikes. And yet the knowledge that there are several service unions in existence could not have been overlooked, and the impossibility of any of them having any influence over the rest no consideration. In these circumstances, can it be wondered that the men throughout the service are most discontented, and strongly resentful of the position created by the embargo imposed?

Probably the circumstances would induce the Judge of the Arbitration Court to create an altered application of the principle laid down. And if it offers the slightest hope of amendment, the fact should be presented to his Honor at the earliest possible moment. If not, Parliament should be acquainted with the facts, through the presence of the many organisations—inside and outside the service—effected by this principle. There are enough unions involved to effect an alteration of the procedure now adopted, which most decidedly would be an amelioration of the punishment of men undeserving of it.

QUESTION BOX.

Marty asks the following question: If a fitter ganger, after over 30 years' service, is off duty ill in February, 1915, and the Department paid him full pay for that month, and if he is again off duty ill, is he entitled to full pay for the month he is off, or is he entitled to any pay?

Answer: No, neither for the month that he is off, nor otherwise.

It was announced last week that an additional two months' leave of absence had been granted to the Chief Commissioner, Mr. John Harper. It is expected that by the end of two months the Amending Railway Bill will have passed. This bill provides for five Commissioners instead of three. Whether or not Mr. Harper will form one of the quintette does not appear to be certain.

The New Zealand Government has decided not to consider the demands of the railway men for an increase in pay until the close of the financial year. The men are protesting against this delay, and some bright morning New Zealand may wake up to discover that it hasn't any longer a railway service.

THE EXPLOSION OF HOYLE

"THE DIZZY LIMIT."

"YOU WILL HAVE TO DARNED WELL STOP ON STRIKE."

On Tuesday the Assistant Minister for Railways received a deputation of Eveleigh drillers. The Sydney Morning Herald reports upon the deputation as follows:

The Minister first of all explained to them that he had seen Mr. Justice Edmunds during the day, and his Honor admitted to him that a clerical error had crept into the award, as a result of which they lost 1d per hour. This would be restored.

Mr. Hoyle waxed very emphatic and made the following remarks to the men:

"I must say this to you. We have about reached the dizzy limit of this strike business, and this kind of thing must cease—it must come to an end. You never came to me as Minister for Railways. You took the bit between your own teeth, not even consulting your own officers. There are many bodies of your own creation you could have appealed to, and you should have exhausted all these before you resorted to a strike that disorganised the service. And what good is a strike to you? You lose more than you gain. You suffer a certain loss in wages. It is wrong to your union, wrong to the Government, and wrong to me as Minister."

"You go back to work, and I will use my influence to get you the board you want, and there will be no victimisation. But if this sort of thing goes on we will have to say, 'Very well, you will have to stop on strike. You will have to darned well stop on strike, and you'll have to take the consequences.' We can't allow the men to dictate to us."

THE GOVERNMENT RAILWAYS APPEALS ACT.

This bill has passed the first reading stage in the Assembly.

The bill provides for the reconstitution of the Appeals Board. A stipendiary or police magistrate is to be appointed as chairman for a period of three years; the other two members are to consist of an officer of the Department, selected by the Commissioners, but not an officer of the branch to which the appellant belongs, and an officer who is to be elected by the employees. The latter are described as representative members of the Board. For the purpose of the election the service is divided into eight sectional divisions and a representative and a deputy have to be elected for each division. These men are to be elected for a period of three years and each one is to sit on cases in which the appellant is employed in the division to which he belongs. The Commissioner must give the appellant seven days' notice of the hearing of an appeal. The decisions of the Board shall be on the basis of one vote for each member of the Board and the majority shall decide.

Regulations as to the proceeding of the Board are to be framed and published in the Government Gazette. These regulations will provide what expenses shall be allowed to witnesses, the issue of railway passes to witnesses and appellants, and other matters.

The chairman may issue summonses to witnesses and compel their attendance and the appellant may be represented by a lawyer or agent.

(We hope to deal fully with this question next week.—Ed.)

THREE "CO-OPERATORS."

WHOSE FAULT IS IT?

On occasion members receive more than one "Co-operator," and apparently see in the fact a sinister design of the company to collect more than it ought in subsidy. This, notwithstanding the fact that the whole business is controlled from Head Office and is not in the hands of the "Co-operator" in any shape or form. Members never think of taking any blame themselves in a matter of this kind, primarily, and down to seventhly, it is the fault of the "Co-operator," if this is disproved, then it must be Head Office, but never themselves.

Yet the last case under notice is but an instance of where the trouble would appear to lay at the door of the member himself. A complaint received stated that Mr. Wm. Chapman, Eveleigh, received three copies each week.

Investigation showed that the copies were addressed respectively to:

Boller Shop, Eveleigh,
11 Talfort Street, Glebe,
52 Terminus Street, Petersham.

And in each case it would appear as though he had supplied the new address to his branch secretary or collector without instructing the removal of the old one.

Neither the "Co-operator" nor the Head Office are able to guess these things, consequently Mr. Chapman gets three copies. We imagine, anyhow, that the difference in the address on the wrappers, would have given this member an idea of the cause, and the opportunity to rectify the trouble.

TRAMWAY TRAFFIC BRANCH

LIST OF COLLECTORS.

Dowling Street depot, Mr. W. H. Manning.
Fort Macquarie depot, Mr. Hogan.
Manly depot, Mr. G. H. Jackson.
North Sydney depot, Mr. Williams.
Newtown depot, Mr. F. Taunton.
Jozelle depot, Mr. A. C. Wallace.
Rushcutters Bay depot, Mr. Davidson.

Tempe depot, Mr. S. Shepherd.
Ultimo depot, Mr. H. Frayley.
Waverley depot, Mr. D. Tidy.
Collectors will be in attendance every pay-day at the various depots.
Branch Secretary,
A. C. WALLACE.

TO THE EDITOR.

(Continued from Page 8).

ORGANISING.

A START AT EDUCATION.

Dear Editor,—At a meeting held on Monday last, re organising, it was stated that to have ideal industrial unionism the members would have to be educated by literature. Knowing that there is a difference of opinion as to methods of organising, I have started the ball rolling by stating my views, based on Australian conditions. Unionists created a political party, and have lost the control of it; I urge its re-creation. I place my views before you in the hope that I may be educated to speedier and better methods. I would suggest that at a later stage a referendum of the members should be taken, to decide whether the policy of the Association should be political or otherwise. I consider it necessary that members should be united on these questions, so that they can put up a solid front, and speak with one voice. Let the will of the majority rule.—Yours, etc.,

V. G. KAVANAGH.

(Mr. Kavanagh's contribution appears elsewhere; other readers may follow suit. The "Co-operator" columns are open. All writers are asked to remember is that a quart of water will not go at once into a pint pot, otherwise—let 'em all come.—Ed.)

THE RISING TIDE OF INDUSTRIALISM

(Continued from Page 1).

the greater part of their desires, were notified that the Executive proposed to appoint Mr. Buckley organiser for the tram section, and that he would commence his duties at the beginning of the coming week.

The men concerned met again on Monday at 10 a.m., and at 8 p.m. in the evening, a very large number being present on each occasion. It was decided to endorse the action taken by the deputation, and to join, and encourage every other tramway man to join, the "All Grades." It was stated that the Executive of the Amalgamated proposed to have one branch only for each section of the tramway service, and this met with the hearty approval of the members. A number of enthusiastic speeches were made by different industrialists and the feeling of the men generally seemed to be in favor of leaving no stone unturned to secure the whole service for amalgamation.

What the whole of the tramway men have to determine is "Will they now embrace the opportunity of giving the one big union principle an opportunity to demonstrate its usefulness?" No real reform can be achieved for railway and tramway men until they are absolutely united in one large body, when any reasonable demands which they put forward would be sure to be carried into effect. Every man knows that sectionalism is merely another name for impotence and inefficiency, and is one of the best weapons which the employer has yet been able to discover to keep the employees at less than their share of that to which they are entitled. On the other hand, industrialism has proved so many times that it can secure every man, the fruit of production that it is quite surprising that the men in the service have not adopted the system before. The opportunity is now right here as far as the tramway men are concerned, and each one who believes in the idea of the big service union should take his coat off right now, and get into the fight.

In the leaders of the very large section of tramway men now proposing to come over to the Amalgamated we have most enthusiastic organisers, and it is quite certain that if the tramway staff will back up these men's efforts there will at last be only one union to cover the men in the tramway service. "All Grades" members should paste the fact of Mr. Buckley being the "All Grades" organiser in their hats, and lend every possible assistance in their power. A thorough scheme of organisation is now being prepared, and next pay day the Amalgamated collector will be on hand at every depot ready to receive cards of application and contributions from intending members, as well as dues from old members. We look to see tremendous numbers coming to the membership of the "All Grades" before this week is out.

INDUSTRIAL ARBITRATION COURT. AN IMPORTANT JUDGMENT. The Interim Award Upheld.

BOTH APPEALS DISMISSED.

JUDGE EDMUNDS ON THE MINIMUM WAGE.

As notified in last week's "Co-operator" Judge Edmunds, on the 15th inst., at the Industrial Arbitration Court, delivered judgment upon the cross appeals by a number of service unions, with the Tramway Union as nominal appellant, and the Chief Commissioner.

The appeals were the outcome of the interim award of the Government Tramway Group, No. 3 Board, which was determined early in December last. The award was made applicable to the wages staff of the traffic branch of the tramways and was to be read with the award of No. 3 Board, dated November 25th, 1915. The award of December 23rd, 1915, was re-enacted except paragraph 8, dealing with rates of pay, and paragraph 22, dealing with the duration of the award.

For paragraph 8 the following scale of wages was substituted: Flagmen, lamp trimmers, lavatory cleaners, point cleaners, fuelmen, sign-on clerks and checkers, conductors (first twelve months), watchmen 8s. 9d.; conductors (second twelve months), 9s. 3d.; conductors (after second twelve months), 9s. 8d.; drivers (first twelve months), 9s. 8d.; drivers (second twelve months), 10s.; drivers (thereafter), 10s. 4d.; storemen, 9s. 8d.; shunters, 10s. 4d.; pointsmen, 9s. 3d.; signalmen (third class), 10s. 4d.; second class, 10s. 8d.; first class, 11s.

The award was to remain in force for three months. The result of the present decision is that this interim award becomes the conclusive determination of the Court. In the course of his judgment the Judge said that the Chief Commissioner's case was based upon the declining revenue of the Railway Department, and upon the losses caused to the community of New South Wales generally, in production of employment, and the withdrawal of a large number of efficient workers in the ordinary industries of the State to the Military Department.

On behalf of the appellant unions Mr. Watt had objected to the consideration of the financial state of the Railway and Tramway Department in the determination of the rates of pay of the employees, and his contention was that the Chief Commissioner's Department was not to be treated in this respect as an ordinary business concern. His arguments raised the very important

general question whether, and in what circumstances, and to what extent, the financial position of the industry of the Chief Commissioner should govern the rate of wages of his employees. The Act recognised incidentally in section 24 (3) that want of profits might be a defence. Was this limited to private industries? No doubt there were wide differences between private and public industries. The Court had recognised this by putting the whole of the Chief Commissioner's employees under the railway and tramway boards.

His Honor reviewed in detail the events leading up to the present state of affairs in the tramway service, and then went on to say:—

STATEMENT OF THE CASE.

"By clause 3 of the award of December 12, 1915, all the employees under the award of December 23, 1911, who received 7s. 6d. or 8s. per day, had their pay raised by 9d. or more; those who received 8s. 6d. were raised to 9s. 3d.; those who received 9s. were raised to 9s. 8d.; those who received 10s. were raised to 10s. 4d.; those who received 10s. 4d. were raised to 10s. 8d.; and the rates of pay above 10s. 8d. were the same as those that had been provided by the award of December 23rd, 1911. Against this award the Chief Commissioner, on December 17th, 1915, obtained leave to appeal on the following grounds: (1) That the Board was wrong in granting such increase; (2) that the revenue of the Department is and is likely to continue to be prejudicially affected by the existence of a state of war within the Empire; (3) that while such state of war exists the time is not opportune to increase the working expenses of the Commissioner. The Court, when granting leave to appeal, suspended the operation until the hearing of the appeal, of all the increases except those raising the rates to 8s. 9d. The Tramway Employees' Union lodged two appeals against the award, but the first was repeated in the first ground of the second. The grounds upon which the union appealed were: (1) That in presenting the case to the Board the applicant union based and presented its case on the direction of the Court contained in the living wage judgment, and if the principles and directions therein contained and

enumerated be departed from the applicant union claims an opportunity to represent its case on the issue of THE COST OF LIVING, and the appropriate living wage; (2) that the minimum wage awarded does not afford sufficient to provide the workers at that rate with the living wage, and is unjust and oppressive; (3) that in fixing the minimum wage at so low a figure as 8s. 9d., in consideration of the present war conditions, the Board has put an unjust proportion of the burden of the war on those least able to bear it, and that from this point of view the minimum wage needs adjustment; (4) that the Board, not having fully regarded and given full weight to the tables compiled by the Commonwealth Government Statistician in ascertaining the minimum wage, has fixed the same in a speculative manner and without a proper inquiry into the question of what at the time of the award was the true living wage and the proper minimum wage appropriate thereto; (5) that no proper allowance for skill, by way of margin over and above the minimum wage, has been made by the Board in fixing the other rates appealed against."

THE COMMISSIONER'S FIGURES.

Continuing, his Honor said:—"The public is the ultimate employer and payer of wages. But where it pays directly and exercises direct control the case is widely different from that in which a middleman pays and exercises control. In Awards may ruin the middleman, but the community at large can hardly suggest that the community has no right to pay for services to itself lower than fair wages. On the other hand, its employees have no right to more than a fair wage, for the profits belong to the community, and they have only a right to their proportionate share as members of the community. Still, it cannot be said that the evidence is inadmissible in the case of the public industry. It may be put forward, but when put forward must have the proper principles applied to its consideration. Having been put forward here, then, we must first see what the Chief Commissioner has shown. From the reports of the Chief Commissioner it appeared that the year ended June 30th, 1914, was a year of record increase in the revenue of the railway service, the sum of £993,000 having been received in revenue in excess of the earnings of the previous year.

"The actual profit for that year was £211,000, being for the railways £209,000 and for the tramways £1680. In the year ended June 30th, 1915, there was a loss on the railways of £22,000, and on the tramways of £90,000, or

A NET PROFIT ON THE WHOLE SERVICE

of about £66,000; whereas the actual decrease in revenue on that of the previous year was £125,000. This profit of £60,000 was attributed to the reduction of expenditure resulting from decreased services (120,000 miles were being run by the railways less than the previous year), and the holding back of expenditure on maintenance, and to the increase of revenue earned, the rate of pay of the employees increased. The amount of extra cost incurred during the year in this connection was stated at £177,000. For the seven months of the present year—July, 1915, to January, 1916—the revenue from the railways shows an increase of £86,000, and the tramways a decrease of £16,000, a net increase for the whole of the Department of £70,000. The expenditure for the six months from July, 1915, to December, 1915, shows in the railways a decrease of £63,000, and in the tramways a decrease of £49,000—a total decrease for the whole service of £112,000; but it is alleged that the expenditure on maintenance can be no longer deferred, and the great increase on this account, together with the increase at the rate of £73,000 per annum caused by the raising of the living wage to 8s. 9d., and an increase of interest not less than £350,000, will, in the opinion of the Chief Commissioner, bring about an actual loss for the present year. It is true that the condition of the railways, however, is showing prospects of improving; the passenger traffic is now reverting to its normal state as before the war; and the abundant wheat harvest, if freight can be obtained for it, is estimated to give

AN INCREASE OF £400,000

for the carriage of wheat above that received during the previous year. Statistical authorities were quoted also to show the effect of the war and drought upon the total trade of the State. The total exports and imports of New South Wales for the year 1913 were £85,000,000, and for the year ended June 30th, 1914, £55,000,000. The exports for the five months of the year beginning July, 1914, show an increase of £9,000,000 over those of the previous year; but of this amount over £7,000,000 was for gold exported; the exported gold at ordinary times before the war for the same period being under £300,000.

"In the Railways and Tramways," continued his Honor, "the value of the concessions and advances made to the whole of the staff represented a cost at the rate of £182,000 per annum, in which the wages staff participated to the extent of £120,000. The

details of these advances are as follows: Classification advances, £140,000 (including £40,000 annual increments to the salaried staff, provided by the salaried officers' award of 1914); merit advance and promotions from the lower to the higher grades, £29,000; advances in pay and improved conditions under awards of wages boards, £5000; advances in pay granted in consequence of section 26 of Industrial Arbitration Act, £7700.

"The statistics of unemployment since the war showed a considerable increase in that respect since August, 1914, including a reduction of work in many branches of the railway service. Things in that respect had

CHANGED FOR THE BETTER,

and all the railway and tramway employees are now working full time, and if the improvement in employment generally continues at the same rate as during the past three months the normal state of things existing before the war will be restored by the end of the year. The union in its case did not dispute the accuracy of these figures, though it contested the inference which the Chief Commissioner claims should be drawn. Assuming that the Chief Commissioner establishes the fact that he has no profit—this fact alone is not a sufficient guide. He may have no profits in a time of great prosperity, in which he has put all his profits into the pockets of the users of the railways by greatly lowering fares and freights. In such a case the absence of profits ought not to prejudice his employees to the extent of a single farthing. Or he may have no profits in a time of general distress and trouble and heavy burdens on the community. In such a case it would seem that the community, the employer, through its servant, the Chief Commissioner, may come to the Court and say: "Our young wealth-producers are being taken away; our wealth is disappearing in the Gulf of military expenditure, which cannot return a single farthing; our taxation is being enormously increased, and the end is not in sight. This is not a time to increase the general burdens to give particular benefits. These wages can only be paid by higher freights and fares; that is, by taking out of the pockets of the public to put it into the pockets of the railway workers. It is not a time for this; it is a time for all to bear their own burdens fairly, and not to seek to add to others' troubles in order to promote their own advantage."

GENERAL POSITION OF THE COMMUNITY.

as far as we can ascertain it, and as far as it is reflected in the condition of this industry itself. After the best consideration we can give to the circumstances which seem to indicate what our present position really is, we have come to the conclusion that they are abnormal and too serious to be disregarded. We cannot go on as if there were no war at all.

THE LIVING WAGE.

"The first thing to consider is the living wage. At the time of the living wage judgment of February, 1914, that was fixed at 1s. per hour, or 8s. per day, or 48s. per week. The present award fixes it at £2 12s. 6d. per week, and by the pronouncement of the Court, shortly after, that was made the living wage as a temporary measure. The rule laid down in the living wage judgment that Mr. Knibbs's tables were to be followed was abrogated when the unprecedented conditions of war appeared. Mr. Justice Higgins, on July 30th of last year, practically did the same thing in another way. At the time of the judgment in this case the last preceding quarter showed a figure in Mr. Knibbs's tables for the purchasing power of the sovereign of 26s. 1d. as against 23s. 7d. for the year preceding the living wage judgment. Were this followed blindly we should get a wage of £2 17s. On the other hand if we follow the example of Mr. Justice Higgins and take the average of the last previous year, 1914, we shall have the figure in Mr. Knibbs's tables of 24s. 1d., which will give a living wage of £2 9s.

"If we follow Mr. Justice Higgins more closely, taking the average of the complete year ending with the first quarter of 1915, we get the figure in Mr. Knibbs's tables of 24s. 3d., which will give a living wage of £2 9s. 4d.; or if we take the year ending with the second quarter of 1915, which is a less drastic procedure than that of Mr. Justice Higgins, we get a figure under Mr. Knibbs's tables of 24s. 6d., which gives us a living wage of £2 11s. 11d. It will be seen, therefore, that if we take the system of yearly instead of quarterly averages, the minimum rate decided upon by the Board and afterwards adopted as a temporary measure by the Court, is in every case too high. Only by adopting the unprecedented course of taking a date later than the award, and using the average for the whole year, 1915, can we reach so high a living wage as that adopted by the Board. It follows that if yearly averages should be taken and not quarterly

HOW RAILWAY AND TRAMWAY MEN SHOULD ORGANISE.

(By V. G. KAVANAGH).

To-day the workers of Australia have three sorts of unionism to choose from, firstly, craft or sectional, secondly, industrial, and thirdly, I.W.W.

It is admitted by all students that sectionalism is a failure under existing conditions. Owing to the efficient organisation of the capitalists something stronger is required.

Unionism, as I understand it, means the brotherhood of man, the protection of the unit by the mass. Sectional and craft unionism is not run on these lines, however.

Sectionalism spells individuality, self first, and no consideration for others. As long as the stomach of the craft unionist is full, he does not care whether others live or merely exist.

Let us take into consideration the attitude of sectional unions of to-day. Have we found members of the Amalgamated Society of Engineers, boiler-makers, electrical trades, coach builders, ironworkers' assistants, etc., taking any action to assist their mates, laborers, fitters, etc., to get a living wage?

No, but we find them having a demarcation strike and claiming that some particular work belongs to either one union or another, and that no one other than those select few shall be allowed to show their skill. This is their idea of unionism; this is their idea of democracy. They are greater curses than the monopolies of the employing class. Their ideals are selfish. Take, for instance, the demand for a particular class of labor required in the manufacture of munitions. What is the attitude of the A.S.E.? They are prepared to break all eight hours, and unionistic principles rather than see the man with the brains and ability improve his position.

They say they are prepared to work two shifts of 60 hours per week rather than allow the so-called unskilled labor to do this work. This is a body of workers, the members of which at the outbreak of the war, passed patriotic resolutions and pledged themselves to expediate the manufacture of munitions, etc. But what do we find? These trade union monopolists are exactly the same as the capitalistic monopolists: I maintain that their correct attitude should have been to have immediately acceded to the request, and allowed those who possessed the ability to do this particular class of work, provided, of course, that they received the rate awarded by the Industrial Court for this class of labor. Then again we have the car and wagon builders, endeavoring to take certain work that assemblers at Eveleigh have been doing for the last 13 or 14 years, and having the hide to call themselves unionists. During the recent Randwick strike of shop boys, what did we find? Certain craft unions, who had an axe to grind, urging the boys not to go back until they got what they required, stating that arbitration was a failure; and yet at the same time the boiler-makers were working at the dock and receiving 1s. per day more, than if they had been at work at Randwick. Their attitude may be expressed as, "We are alright, we are losing nothing, but you stop out until you get what you want. If this is unionism, then I will admit that I have been under a wrong impression.

Sectionalism unionism is the class of unionism that suits the employer. The boss is willing to divide the workers, and raise class distinctions that should not exist among them. It is up to the workers to fall into line and give industrial unionism

(and we think that they should, especially in times of erratic and inexplicable change), the living wage of the award was too high. It further follows that the Court in adopting it as a temporary measure adopted a living wage which was too high. What, then, should now be done?

"Under this award the 8s. 9d., the payment of which was not suspended, has been made the living wage throughout, the whole of the Chief Commissioner's industry. Other awards made since the pronouncement have also been based upon it. We conclude that it should remain, though, as a living wage, it was at the time of its pronouncement, too high.

"Then, as to the other rates. After the fullest consideration, we think that the Board has dealt judiciously with a difficult position, and that the rates are fair as war rates. The fact of a differentiation being made between the different classes will maintain the system of classification, and when times improve the proportionate differences can be restored. The Court cannot go on dealing with wages and industries just as if there were no war at all; it must endeavor to fix rates that are reasonable under all the circumstances of the present exceptional and trying times, and the rates paid by the Board in this case appear to be reasonable in this regard. Therefore, the award of the Board is upheld, and both appeals against it are dismissed."

their whole-hearted support, not by merely paying contributions, but by proving that they possess just as much ability as those autocrats of the trades union movement.

The Amalgamated Railway and Tramway Service Association advocates "one union," "one industry." There is no class distinction, all are treated alike; it stands for All Grades. It may not have done up to the present what was expected of it, but it has not been so much the fault of the organisation, as the lack of interest of the employees themselves. The organisation is here, it is for the workers to take advantage of it, to put up a solid front, and speak with one voice. Railway and tramway employees in common with other adult citizens, have the right to vote, and say who shall represent them in Parliament; they have the right to say what legislation is required to help return the party to power that is prepared to legislate for the people and not for sections. According to law we are employed by the Chief Commissioner, but in reality we are employees of the Government of the day. What is required of the workers is to consolidate their forces, both unionistically and politically. By organising industrially we shall be able to assert our powers and capture the political machinery. We can select the individuals from our ranks, and instruct them what is required of them. A great mistake has been made in the past by so-called unionists patronising Members of Parliament, and seeking to get their aid and influence to obtain some position that they have not the ability to fill, and could never obtain except through some underhanded channel. These men are a curse to democracy. They are crawlers, traitors, and parasites, and have not the backbone of a louse.

They have lost their manhood (if ever they possessed any), and are always prepared to sell themselves, body and soul, for £ s. d. I know there are some that are opposed to this means of obtaining redress for their wrongs, and who claim that their fellow-workmates cannot be trusted once they are elected to Parliament. If this is the case, then it is their own fault, then they drop their theories, and adopt the practical means that we have in our power. They must take an active part in their union and in political activities, select the men to elect them, and if they prove false, kill them, both politically and industrially. They have the power and should act now and educate themselves on the subject of industrial unionism. They should remember that they are only here for a day that they have no lease of life, and they should accept the moral idea embodied in the commands: "Do unto others as you would that they should do unto you." "Love thy neighbor as thyself," etc. Then, and not until then, will the workers receive the justice they are entitled to. Having advanced, and thus far all would be clear sailing. This could be made an accomplished fact within a very short period if the workers would only make up their minds to act at once.

The question of wages is one that is causing a great deal of trouble to-day. The cost of living has increased, but the wages of the railway and tramway men have not. These men are victims of the outside trades unions and capitalistic monopolies. Wages Boards some time ago did better the conditions a little, but to-day they are proving a failure. The aim of the railway man and Government employee should be to have legislation passed empowering them to make industrial agreements between themselves and the Chief Commissioner. Should any question arise on which they cannot agree then it should be referred to the Ministerial head, whom the workers have placed in power, to arbitrate upon. The Government is our employer, and should not be allowed to side-step its responsibilities to the employees. If the Chief Commissioner and the employees' representatives could not agree, we should have the right to go direct to our employers, and not have to refer our grievances to some highly-paid legal person to say that 8s. 9d. is a living wage. The railway employee of W.A. and N.Z. meet their railway managers or Commissioner periodically, and all these questions are discussed and an agreement is arrived at satisfactory to all concerned. Last week in New Zealand the Amalgamated Union obtained an increase of 1s. per day for a section of the lower-paid employees, involving an expenditure of some hundreds of thousands of pounds. This was not obtained through the Arbitration Court, or by direct action, but by industrial and political organisation. Well, I remember Mr. Mack's remarks when explaining the constitution of the N.Z. Amalgamated, and also their attitude politically. Mention was made by myself of the number of employees in the service of the Chief Commissioner. Mr. Mack pointed out that the New Zealand railway service was not nearly as strong, numerically, as New South

Wales, and he exclaimed, "My

voice of their boots and shoes, not

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FACTS THAT TALK.

HOW THE "ALL GRADES" WORKS.

EVERYBODY'S COMING IN.

Don't be a Fool and Stay Outside.

YOU HAVE NOTHING TO LOSE, BUT EVERYTHING TO GAIN.

WHAT THE "ALL GRADES" IS DOING.

Round about the gold mines anywhere in Australia, in lonely places far removed from the comforts and conveniences of civilisation, may be found old hats patched up with kerosene tins and canvas. They are the abodes of old haters—most of them grizzly, old veterans, who have worked alone for years and years until they have become half-crazy hermits. They are individualists pure and simple. All through their lives they have never thought of anyone but themselves. Many of them die in their hats, alone, unattended, unremembered and unregretted.

You read in the local paper something like this:—"Cranky Billy," an old hatter, whose real name is unknown, was found dead in his hut at Quart Pot Gully yesterday morning," etc., etc.

The normal man is a social animal, and he has learned that he can better his material conditions by joining hands with his fellow workers and making a united demand for what he conceives to be his rights.

The Amalgamated is an association of men that have emerged from the hatter stage, and have learned the lesson that union is strength.

What can be done by organisation and combined effort is shown every day. The Amalgamated is always obtaining good results for its individual members, results that such members acting alone could never hope to obtain.

A few of these results are set out below, just as samples. Don't be a lonely hatter. Follow the crowd to the Amalgamated. You may need its aid in the near future.

A GANGLER REINSTATED.

J. McGuigan, gangler, The Rock, was dismissed from the service after being fined in a police court. The Amalgamated asked, in view of his long and honorable service, that he be given another chance. Result: McGuigan was allowed another position in the service.

LEADING LABORERS SECURE INCREASES.

The Amalgamated asked the Department to pay A. Hutchinson and F. Primmer, leading laborers at Ultimo Power House, an increased rate of pay, seeing that the rate for ordinary laborers had been increased. Result: Hutchinson and Primmer will receive an increase to 9.9 per day (3d. per day extra).

ASH PITS.

The ash pits at Valley Heights were in a bad state of repair. Through the intervention of the Amalgamated these were put in proper order.

WITNESSES' EXPENSES PAID.

A. W. Jones, porter, Strathfield, although being successful in having an appeal case upheld, was unable to get the Department to pay his witnesses' expenses. The Amalgamated requested the Department to pay the same, with the result that all the witnesses were paid.

MORE PAY FOR LIGHT ATTENDANT.

The Amalgamated asked the Department to pay Donald Burns, light attendant, Harden, an increased rate, seeing that other light attendants in the service had had a small increase granted to them. Result: Burns received 6d. per day increase.

AWARD RATE SECURED.

E. Ward, Eveleigh workshops, could not secure correct payment for work done, in accordance with the award. The Amalgamated brought the matter under the notice of the Department, with the result that Ward was correctly paid.

ERRORS RECTIFIED.

Thos. Godfrey and W. Howard, loco, Newcastle, were not being paid the correct rates under No. 14 Board award. The Amalgamated requested the Department to rectify the error. Result: Both members are to be paid award rates.

MORE LIGHT PROVIDED.

The matter of faulty lighting of the yard at Narrabri West was brought under notice by the Amalgamated, with the result that the installation of Kelite lamps was approved of.

HELMETS FOR THE SUMMER.

Shunters and porters at Albury were not supplied with helmets for the summer months. The Amalgamated pointed out that these were necessary owing to the excessive heat. Result: Helmets and white covered hats were supplied.

QUARRYMEN BENEFITTED.

A new award was gazetted covering quarrymen. The Amalgamated asked the Department to pay the rates specified under this new award to all men working in the service quarries. The request was granted.

God! Just imagine 45,000 voters and their dependents; why, gentlemen, you do not realise what power you have in your hands, we have obtained our conditions politically with a third of that number."

Our present form of Government will, no doubt, remain in existence during our lifetime, and we shall have to capture it and remodel it to our liking. As I said before, some will oppose the idea of political action—I refer to members of the cost. Railways and tramways are an absolute necessity to the general public. They play the most important part in the progress and prosperity of the country, and it is up to the general public to see that those who are working night and day, Sundays and holidays, for their convenience, are compensated in such a manner as will enable them to enjoy the pleasure of living, and not existing, as they are to-day. We should take "Direct Action" by organising industrially and asserting our power in the political world and force the Government, which represent the general public, to give the railway and tramway employees, whose brains and muscle keep the wheels turning, a full return for the annual endowed capital that they mentally and physically expend.

Last week, at the Eveleigh workshops an engineer's apprentice named Plember, aged 15 years, of Kogarah, fell into an engine pit and

was severely injured. He was taken to the hospital, but he died of his wounds.

The Amalgamated has been successful in having the Department pay the expenses of the witnesses in the case of A. W. Jones, porter, Strathfield.

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HEAN'S ESSENCE THE GREAT MONEY SAVING REMEDY FOR COUGHS, COLDS, CATARRH, SORE THROATS, &c. Costs 2/- Saves 10/- MR. T. MALONE, J.P. Medical Science has never yet devised a finer remedy for COUGHS, COLDS, CATARRH, WHOOPING COUGH, CROUP, BRONCHITIS, etc., than the mixture which anyone can, in a few moments, prepare from HEAN'S ESSENCE. Its good effect is felt with the first dose. The way in which it soothes and heals Sore Throats, Bronchial Tubes and Lungs makes it an invaluable family medicine which, as Mr. Malone says, no home should be without. If you cannot obtain HEAN'S ESSENCE from your Chemist or Store, send 2/- (3d. extra for postage), and receive a bottle from the manufacturer. G. W. HEAN, Chemist, 178 CASTLEREAGH ST., SYDNEY, or Box 531 G.P.O. MELBOURNE. HEAN'S ESSENCE TRADE MARK 27



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.

THIS PAGE is devoted exclusively to the interests of women. Those who desire advice are invited to write direct to Violetta Boyce...

FADS AND FASHIONS.

The winter blouses for wear with coats and skirts promise to be very little different from those in vogue at present. The yoke and the sleeves will still be cut in one piece...

A delicate shade of pink is very popular at the present time both for blouses, evening frocks, and undergarments. Those who have "money to burn" are indulging in shell pink crepe de chine nightdresses and undergarments...

Very dainty nightdresses can be fashioned from inexpensive crepe, and when these are ornamented with scalloping and with a simple embroidery design they look very chic indeed.

There is an absence of ornate trimmings on these colored garments, and white underwear is also very plainly trimmed. At the present time the only undergarments which are at all elaborate nowadays are camisoles, but as these are worn with such transparent blouses they are nearly as important as the blouses themselves.

HER HUSBAND'S POCKETS.

"Men are fond of laughing at the little ways and whims of women," said our sprightly hostess, "but I wish some man would explain to me why he carries unimportant papers about with him for months, wearing them out in so doing."

"I have often watched my husband carefully change the contents of coat or trousers pockets from one suit of clothes to another. Soiled, worn envelopes and folded papers are tenderly transferred, and for a long time I was impressed with the importance of the operation, and drew an instinctive breath of relief when it was safely over. One day my curiosity got the better of me, and I begged for a sight of those mysterious documents guarded with such care."

"To please me my husband extracted them. He found several unrecipited bills, some that had been paid and receipts filed; a note from a friend dated three months back, regretting that he didn't find him in his office when he called; one or two business cards of firms he had no recollection of knowing; several advertisement circulars; a playbill of last season's performance, preserved for some forgotten temporary reason; and perhaps three really important papers among the whole lot. And I honestly believe, he would be treasuring these worthless bits of paper to this day, under the impression that they were of value."

HOSPITAL FOR BABIES AT VAUCLUSE.

CONVALESCENT HOMES FOR MEN AND WOMEN AT RYDE AND ROSE BAY.

(By A. C. WALLACE.)

Whatever may be said of the short-comings of the State Government in the way of legislation it has made good as regards the public health.

There has been established at "Greycliffe" an old mansion of the Wentworth family, at Vacluse, a Babies' Hospital, for children under two years of age. It is capable of accommodating about thirty babies. The institution fills a long-felt want, and in conjunction with the baby clinics, located in almost every suburb, will in a large measure arrest the mortality of infant life, which, especially at the present time, when our best are being slaughtered on the battlefields of Europe, is so much to be desired.

A splendid feature of the hospital is the accommodation provided for the mothers of the babies. Women are encouraged to accompany their children to the hospital, and by remaining there supply their babies with Nature's "food for infants," and so avoid what all are agreed is a big factor in a child's ill health, viz., bottle feeding.

Under a most sympathetic and capable staff of nurses, who do all that is humanly possible to relieve the suffering of our best immigrants, and the best of medical attention, it is no wonder that some marvellous recoveries are effected. It is really surprising how a child will put on weight, as the records testify. The place is easily accessible from Circular Quay, by boat from the Athol, Clifton, and Neilsen Park Service.

Matron Burne will be pleased to answer enquiries, and a ring on 'phone F. 7965 will secure all necessary information as to admission, no charge whatever being made, and no irritating questions being asked as to one's financial standing, such as are asked at the various public hospitals, under the control of private individuals, who appear to think because private persons subscribe about 20 per cent. of the cost of the upkeep it is their business to make those requiring hospital attention to declare their poverty before being admitted.

At "Carrara," Rose Bay, a Convalescent Home for Women has been established, where women recovering from an illness may rest before resuming the battle of life. A grand feature of the policy of the management is to allow mothers to take their babies with them to "Carrara." Here again no questions are asked and those admitted are made to feel at home.

At "Denistone House," Ryde-Eastwood, another Convalescent Home has been established for men recovering from an illness, and here again no irritating questions are asked. The fact of one needing a chance to recover from a serious illness before resuming the struggle for existence being sufficient to secure admission, 'phone Ryde 235 will be sufficient to secure information as to admission. About 25 persons is the capacity of the home.

The whole of these places are in most beautiful positions, and surrounded by superb views, and with the treatment accorded, those in need of rest or medical attention should go a long way to bring health and strength to those in need. Under the regime of the Hon. Fred Flowers, and now of the Hon. George Black, Chief Secretary, the hospital administration has improved out of sight.

One who has had experience of the Coast Hospital at Little Bay, and also of the Public Hospitals of the city knows the difference. At the Coast one is treated as a patient; at the city hospitals as a "case." At the State institutions every sympathy and attention is given without question; at the Public Hospitals one is made to feel one's position as a receiver of charity, and is treated simply as a "case" for the instruction of the staff.

Another State institution, established by the Government, is the Waterfall Hospital for Tuberculosis, but a few years ago one affected with the white scourge was given up as hopeless; now, thanks to Waterfall, many a man and woman has been given a new lease of life.

Right throughout the many State institutions the aim appears to be, and it should be, to assist those in need, without question, and by so doing, the Government "makes good."

QUAINT IDEAS ABOUT THE BABY.

The beliefs and practices which still, in various parts of the United Kingdom, attend the coming "of a little stranger" are quaint and curious, and few old-time nurses can shake themselves quite free from all of them. If questioned as to any particular custom, the good old souls laughingly admit that "it's all nonsense," but are not the less careful to see that it is duly observed. Most of these usages are happily harmless but they sometimes occasion annoyance and anxiety, and it is time that they were stowed away in the lumber room of the past.

In the North of England the day of birth is believed to influence the child's future, for—

Monday's bairn is fair of face, Tuesday's bairn is full of grace, Wednesday's bairn's a child of woe, Thursday's bairn has far to go, Friday's bairn is loving and giving, Saturday's bairn works hard for a living;

But the bairn that is born on Sabbath day, Is lively and bonny, and wise and gay.

In Cornwall it is "awfully unfortunate" to come into the world in the month of May, as—

May chets, ill luck begets. This applies equally to the animal kingdom, and kittens and other unconsidered trifles that first see the light in the "merry month" are summarily drowned.

In the Midlands, if a child at its birth cries loudly and lifts up an open hand, it is "born to command," but if its outstretched fist has the thumb "tucked in," it will be a servile cringing disposition. If it has two crowns—that is, its hair growing from two centres—it will be lucky and live under two Sovereigns. This is an article of faith in almost all parts of the country, and indeed is not confined to England.

Birth-marks are fortunate or the reverse, according to their size and situation. Not so many years ago, a boy named Robert Taylor was brought up at one of the London police-courts charged with theft. His mother, in his defence, pointed to a mark in the centre of his forehead, which she said was a "birth-mark, and the cause of all his troubles."

Perhaps the most universal, as well as the most ancient, of birth superstitions, relates to the caul. A child born with a caul cannot be drowned, and, moreover, if the article be preserved, its condition will always indicate whether he is alive or dead, however far he may be away. An old lady, in 1886, consulted a medical man about her son. He had been born with a caul, which she had unfortunately lost, and consequently he would, she said, be likely to die a violent death, and she was anxious to know what steps to take to avoid such a catastrophe. Many are the pitfalls which beset

nurse and mother during the early months of baby's life, and terrible are the consequences expected to follow a false step. Thus, if Tommy's first clothes are put over his head instead of being drawn over his feet, his earthly prospects will be dimmed, and ill luck will attend him all his days—which, however, are not likely to be numerous. In Suffolk, equally dire results are anticipated if a proud father, anxious to prove that no baby was ever "so very fine and large" as his baby, ventures to weigh his offspring before it is twelve months old.

In many parts of England baby's nails must not be cut before it is a year old, or it will "grow up a thief," but if necessary the mother may bite them into shape. In the North, if the first nail parings are buried under an ash tree, the child will be sure to become a first-rate singer. Another North-country belief which still finds adherents is that the palm of the right hand should not be washed during infancy. Opinions rather differ as to the results likely to follow an excess of cleanliness in this direction, but it is generally thought that the washed article will suffer in after life from acute acquisitiveness.

Another widespread idea is that young hopeful must go upstairs before he goes down, so that his start in life may be in the right direction. It not infrequently happens that the birth takes place in the top room of the house, and in these circumstances a miniature ascent is provided, and nurse chambers with her burden up an arrangement of stools and chairs on to a dressing table or other lofty piece of furniture.

When baby pays its first visit, a house is selected the mistress of which will be sure to offer the proper gifts, to wit, an egg, a little flour, and a pinch of salt. In Yorkshire these ingredients are immediately upon the return home, made into a pudding, a taste of which is given to the child "for luck." In some parts of England a silver coin is added to the gifts, and in Durham a few matches are often given "to light him to Heaven bless him!"

In Rutland and several other counties it is unlucky if the upper teeth are cut before the lower and in Scotland the baby who is thoughtless enough to commit this enormity is certain never to marry. Strangely enough, a similar superstition is to be met with among several of the South African tribes, and sure enough the youngster never marries there, for if his upper teeth get through first he is promptly sacrificed.

The christening ceremony is the centre of quite a number of superstitions. Perhaps the most popular is the one which enjoins that where children of different sexes are baptised together, all the boys must be presented first. This idea prevails in almost any county of England, and of reason advanced being curious enough. If the order be reversed, the boys, in spite of moustahe producers, will be smooth and beardless all their days, while the girls will

have a constant necessity to write to the newspapers and ask for the best method of removing superfluous hairs from the face.

The nerves of parson and people notwithstanding, it is the correct thing for a child to cry at the font. If it is good then, say the cronies, it is too good to live. A different theory was advanced some little time ago by a Shropshire farmer. "Asked if his infant son had been christened," he replied, "Yes, but I don't believe the parson drove the devil out of him, for he never cried!" Irish nurses generally insure a healthy bowel by giving the child a sly pinch.

In the remote districts of Scotland the name of the child must not be mentioned before it is baptized. When going to church for that purpose the nurse often carries a supply of bread and cheese, a portion of which she gives to each person she meets. Some years ago it was the custom to take the baby on its return from church, and wave it a few times over a flame, saying thrice "Let the flame consume thee now or never," but we think this has almost, perhaps entirely, died out.

In conclusion, just a word of warning to Mr. Quiverful. What ever you do, don't rock an empty cradle, or you'll certainly rock another baby into it; and don't give away, not even to your "uncle," all the baby clothes, or even the cradle, or you'll be equally certain to want both at no very distant date.

FROM THE FRONT.

LETTER FROM A ROZELLE TRAMWAY OFFICER.

HOW THE BOYS ARE DOING.

Writing to a friend in Sydney Bandsman E. E. Hough, late of Rozelle, says:—

My word we were tuned up over in the line. My guardian angel never left me for one moment I am sure, for to spend four and a half months there as a stretcher bearer, and not even get touched with a bullet is miraculous, as any of the boys will tell you. Things were awful, dead and wounded men were our companions at all times. Many a time I lay down alongside one of my friends to keep him company until he died, in most cases bleeding to death, beyond all human aid. I became as callous as possible; I saw so much suffering and death that it appeared to me to be the only thing to look forward to and expect at any minute. Whilst in the line I was not a scrap afraid after the first couple of days. War is a fearful thing, but you get used to it. Do you know that the uniform I wore in action became so badly smeared with good Australian blood that I had to obtain another, and some of that came off a poor old dead chap. I don't know the exact history of the boys of the old Kenso tent, but I know this that I am the only one who has not been to hospital, out of it. Old "Komic Cuts" was shot in the face, but is back in the line. Jack Hayes and Jim Rush are back again. Two, I think, were killed, and one has had his leg taken off. I have not heard of Lou Cole since he was wounded. There are only four of us out of the band still in action, a great number of the old band were killed early in the game. I have seen Turkish dead in trenches four and five feet deep, and I know the majority of Turks do not want this war to last much longer. My word our chaps are savage when they are fighting, I think the Gurkhas are ladies compared with Australians in a charge with their blood up. You wouldn't know them.

The letter was commenced in the hospital of the Blue Sisters, in Malta, but was finished in London, where Bandsman Hough went with the Colonel of his battalion.

Regarding the proposed liquor referendum the "S. M. Herald" says: "The conclusion seems inevitable that the hours (of closing) must be 8 o'clock or 9 o'clock. Why not make it 9 o'clock and have done with it?"

William Metcalfe & Co. Funeral Directors and Embalmers 117 Church Street, Parramatta Telephone: 99 & 47 Parramatta

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Ladies! Be Patriotic! Ask your chemist for KRESOLVO The Antiseptic Disinfectant for all purposes. MADE IN AUSTRALIA

CARE OF THE HAIR.

So much of the smartness of a woman's appearance depends upon her hair, and how it is dressed, that it is rather surprising more time and trouble is not devoted to its care. Every woman should possess a fine head of hair, yet very few do, and many of the smart coiffures one sees are aided by "tails," "curls," and "switches," which belong to their owner only by right of purchase.—a state of things which could not exist if every woman would only devote about fifteen minutes once or twice a day to her hair. Regular combing and brushing is essential to the health of the hair, and by this is not meant passing a comb through once or twice, or passing the brush over the hair; but systematic brushing for at least fifteen minutes once a day. For those who cannot spare too much time to their toilet ten minutes combing should be given at night, and five minutes brushing every morning, with, say, fifteen minutes devoted to brushing once a week.

Regular combing will not only "make the hair fluffy and give even scanty tresses a thick appearance, but will induce a natural wave in the lankiest locks if persevered with for some months.

The value of the massage to the scalp as a means of increasing the growth is very considerable. It stimulates the small blood-vessels and increases the circulation, giving life to the hair; while a lotion applied to increase the growth or arrest excessive fall, is doubly effective if the scalp is well massaged for ten minutes before it is applied.

The scalp should be massaged in a circular direction, and working from the temple towards the nape of the neck, and going over the entire head, giving a little attention to any part where the growth is thin and poor.

The hair should be shampooed once a month, and if it be very greasy once in three weeks, but not oftener, as too frequent washing tends to weaken it, and destroy the natural oil.

A dry shampoo is most beneficial to very greasy hair, and can be used as often as once a week without injury to the hair, if required. For this take one part powdered orris root and two parts fine cornflour. Sift together and shake over the head, then brush every scrap of the powder out of the hair.

The grey-haired woman must be extremely careful about the treatment she gives her silver locks, for the least touch of yellowness will entirely mar their beauty. When rinsing the hair, she should add a slight squeeze of blue to the water, and the drying should be done in the open air. The dry shampoo already explained will be found most satisfactory for grey hair. Waving irons should never be used on grey hair, as their use tends to turn the hair yellow. A wave can be induced by damping the hair slightly and arranging it in wide waves, which should be kept in place by hairpins till perfectly dry. A comb passed through these waves, when loosened, will give them a perfectly natural appearance.

Women that possess blonde or auburn hair are often worried to see it turning gradually darker, and losing its bright tints as they grow older. The remedy for this lies in thorough grooming, and the correct use of a good shampoo. Peroxide of hydrogen and other preparations which bleach the hair are most injurious to it, and in a short time entirely ruin the growth, as well as destroying the original color. Nothing will prevent (without injury) a slight darkening after twenty-five, but this change need be but slight, provided proper care and attention is given, regular brushing, and correct shampoo.

TO GOFFER EMBROIDERY. Heat two pairs of tongs the same size. For fine frills use small tongs; for deeper frills the larger sizes are required.

Having made them hot, test them on a piece of old paper; if they scorch or burn the paper do not use them for a few seconds. While the irons are getting hot, arrange the frill to be goffered. This must be put at the edge of the table with the gathering away from the worker. Goffering is done from right to left, and the number of goffers made will depend on the fulness of the frill. When the tongs are sufficiently heated, hold them in the same way as a pair of scissors, but turn the hand so that the thumb is underneath and not on top. Stand with the left side to the table, and take hold of the lace with the tongs, having the thumb turned downwards. Then turn the hand round so that the thumb comes to the top, and gently press the frills to the tongs with the fingers of the left hand. Loosen tongs and withdraw them; then repeat the process again a little distance from last goffer, and continue this until frill is finished. Should there be two or more frills, one above the other, goffer the top one first. Always keep the tongs on the table when goffering, or the frills will have an uneven appearance.

CASH WORKS WONDERS

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Manufacturers and Wholesalers know our cash purchasing power, making us special prices, also giving us first choice of apparel creations, novelties and staples.

TRUE ECONOMY LIES IN GETTING THE MOST FOR YOUR MONEY.

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A VERY PRETTY GOWN OF FLORAL SILK NINON, with Overdress of BLACK SILK CREPE NINON, Black Taffeta Silk Pinafore effect Bodice, with wide Empire belt of Black Silk, high military collar finished bow and flower. Wide Circular Skirt, finished deep band Taffeta silk. SPECIAL PRICE, 6 guineas.

A VERY SMART DINNER GOWN IN SAGE BLUE CHIFFON TAFFETA SILK, with full Overdress of Net to tone, trimmed ruffles of silk and silk lace. Full Circular Skirt, over founce of Vieux Rose and Ninon to tone, finished wide silk belt and Ninon roses. SPECIAL PRICE, 6 guineas.

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MADE BY FELLOW AUSTRALIANS under absolutely Hygienic conditions from the world's best ingredients. EXPERTS SAY:—"Newman's produce a Sauce which for quality is far ahead of any other Australian Sauce, and is not surpassed even by the imported lines."

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Thursday, March 23, 1916.

HISTORY OF THE AMALGAMATED ASSOCIATION

THIRTY YEARS OF EFFORT. INTERESTING REMINISCENCES.

(Continued from last week.)

By this time the "Review" had re-appeared, and appears to have been a flourishing little paper, and of great assistance to the association. Referring to the registration of the association, it says: "The registration of the association under the Arbitration Act as an industrial union was a practical step, as the aid of the Court can now be invoked in the event of any grave dispute."

In 1906 Mr. J. H. Catts was appointed to the position of general secretary. In that year the membership numbered about 5000, and although there was somewhat of a set back for a few months during the following year the numbers began to rise, and in 1912 the total membership was over 15,000. In 1908 the "Review" was reduced in size. The explanation is forthcoming in the issue of February 6th, 1908, in the following words: "At the beginning of the year 1906, the 'Review' was indebted to the general fund to the amount of £281. This was increased to £548 at the end of 1907."

During 1909 the general secretary tried very hard to secure the issue of a weekly paper, but did not succeed in doing so until April 10th, 1910, when the first issue of the "Co-operator" appeared. Contemporaneous with the appearance of the weekly paper came an influx of members to the association. Twelve months afterward the president (Mr. Brown), in his address to the annual conference, referred to the paper in the following terms: "I think it only fair to acknowledge the power of our weekly paper as an organizer for the association. It has undoubtedly been the main factor in the recent extension of our membership. It has distributed the news of our doings week by week to the farthest centres of the service. It has ably argued our cause, and given us a standing in the community as a force to be reckoned with, which we would not otherwise have engaged."

In this year (1910) the Railway and Tramway Superannuation Fund was established, Messrs. J. H. Catts and C. Brown being the first employees' representatives to be elected. This brings us to yesterday, so to speak, and though the sketch of the rise of such an important industrial movement is not perhaps as satisfactory as it should be, and much has been omitted that might well have been said, it will suffice to give an idea of the birth and growth of the organization. It was born with the political labor movement and went through all the vicissitudes that were experienced by every organized effort to better the condition of the workers during the eighties and early nineties. That it has survived its childhood—a childhood in which it received more kicks than halpence

is indicative of a hardy constitution. The nearer we come to the present time the less need there is to dwell upon details that are fresh in the minds of everyone. It is not, for instance, necessary to state that the period during which Mr. J. H. Catts occupied the position of general secretary was, in the main, one of progress and activity. With the passage of the Industrial Disputes Act of 1908 and the introduction of the wages board system, a very large amount of work had to be done, and in the course of three years no less than twenty determinations were secured, affecting over 20,000 men and involving an extra expenditure on the part of the Commissioners of about a million sterling. This healthy state of affairs came to an abrupt termination at the end of November, 1912, when Judge Heydon cancelled the registration of the association, because of a criticism of Mr. Hamilton, a wages board chairman, that appeared in the "Co-operator" in April or May of the same year. This was a staggering blow, but the association did not go down and take the count.

Speaking on the subject at the 1913 annual conference, the president, Mr. E. D. Campbell, said: "Two things stand out clearly, namely, the 'dog eat dog' policy of certain other unions, and the solidarity and loyalty of our own members. It was to my mind a disgraceful thing to witness unions and their hired officials seeking to damage and even destroy another body, when such difficulties, and through such causes, confronted us. But the introduction of these capitalistic tactics, which would do credit to anti-socialism, but which violate the very basis and spirit of unionism, have affected us but very little. Our great and scattered membership has stood singularly loyal and oblivious of the entreaties and enticements of the anti-social unions referred to."

An appeal to the Supreme Court failed to upset Judge Heydon's decision.

Still the Amalgamated pursued the even tenor of its way. Though deprived of the legal right to initiate a wages board case before the Industrial Court as a wages board the executive decided to form a new combination, to be known as "The Transport Workers Federation," and this new body was registered in December, 1912.

This registration also was cancelled, but it was only a few months before re-cancellation took place and immediately the Association commenced to forge ahead.

In May, 1913, Mr. J. H. Catts' place as general secretary was taken by Mr. Claude Thompson, and from that date until the commencement of the war, progress was rapid. What has happened since it is needless to recapitulate here, because the events will be green in the minds of every reader.

IS IT SABOTAGE?

BUCKLEY'S LUCK.

Messrs. Buckley Bros. write from Mandurama to the daily press, which apparently, is responsible for the heading "Is it Sabotage?" "If a business firm in the country desires to get things from Sydney, or elsewhere, the safest plan is to send a bullock team! It is a risky thing to patronise the railway. That is our experience, anyway. In January last we had a consignment of flour, etc., coming from Millthorpe. The consignment arrived two sacks short, and the two sacks are still missing. On February 8 we had consigned to us some sugar from Darling Harbor. The consignment was eight bags short. These eventually turned up on or about March 2. On February 21 some rock salt, coarse salt, etc. (about two tons in all), was consigned to us at Darling Harbor. At the time of reaching us—this lot has not yet reached us—and we are not two hundred miles from Darling Harbor. On February 23 some pigsties were consigned to us at Clyde. They landed two bundles short. The missing bundles arrived here on March 2. On January 28 soap was consigned to us at Darling Harbor. One case of that lot is still missing. Some bags of lime were sent from Blayney for our landlory (we had to take delivery) on February 28. Blayney is about 15 miles away. The lime arrived on March 1. It took from Monday till Wednesday afternoon to do the fifteen miles! A few weeks ago we landed some bacon. In the same truck were banded wire and kerosene for other consignees. The kerosene was not cased, and so the railway folk had thoughtfully packed the banded wire against the tins—no doubt to keep the lot compact! Unfortunately the banded wire penetrated the kerosene tins. We rescued our bacon from the sea of kerosene. We know how the man who owned the kerosene got on. He got no refund for the damage! On another occasion we landed 28 cases of kerosene from Blayney. They were all over the truck as if tipped in with a dip-

cart. We got no compensation for the loss of kerosene from the burst tins. It may be that it is pure luck—the luck usually associated with the name we bear. But, anyway, it is nearly time that the responsible officials took steps to put things on a better basis. It is just now fashionable among those that wish to discredit the workers to accuse them of sabotage, so that the heading placed over Buckley's complaint need not cause any surprise. But only the heading is now. The subjects of the complaints are as old as the railways themselves, and older, for similar complaints were common in the days of stage coaches and carriers carts. Sabotage means bungling, from saboteur, to bungle; but the term as now used means willful bungling, or bungling with a purpose. Most of the matters complained of by the Messrs. Buckley are beyond the control of the ordinary, common, garden variety of railway employee, who simply does as he is told; he does not plan out the time-table or decide that rock salt shall take from February 21st to March 3rd to travel less than 200 miles, or that lime shall take from Monday until Wednesday afternoon to travel fifteen miles. Therefore if this delay is caused by sabotage it is the sabotage of the responsible officials, and not the sabotage of the ordinary bottom dog, who, according to newspaper philosophers is the only one capable of resorting to such tricks. As regards the packing of goods, if sugar and bacon and soap and kerosene and banded wire and flour and onions have to be carried in the same truck, which is very often the case, it would be rather difficult to arrange the goods so that each class of product would be safe from contamination. In trying to save the sugar from the kerosene it might be placed near the banded wire, and in order to prevent the wire from touching the bacon it might perhaps get near the onions, and to prevent the flour bags from being torn by the wire they

might inadvertently be placed near the kerosene, and so on, and the men would probably be accused of sabotage if they stopped work to deliberate upon the problem of how to pack a truck-load of miscellaneous goods in such a way as to prevent all risk of accidents. Anyway railway men should not be accused of sabotage because of the thoughtlessness of people who send uncased kerosene in a railway truck. The fact that sacks of flour and hams and things don't come to hand just when expected, or that in some cases they don't come at all, is no doubt irritating, but it would be unfair to claim that such misadventures are the result of sabotage.

A MUSWELLBROOK SEND-OFF.

On Saturday evening, March 4th, about twenty railway employees met at the Railway Hotel, Muswellbrook, to make a presentation to Mr. George Fuge, who for about seven years filled the position of clerk to the various per. way inspectors section, West Maitland to Werris Creek, and who has recently been promoted.

Mr. B. Watters presided and said they had met to show their appreciation of Mr. Fuge's good work. He had known Mr. Fuge all his life, and had found him not only a first-class clerk, but a very manly young man also. Also a private reason prevented Mr. Fuge from answering the call to arms. However, his many friends were glad that it had pleased the heads of the Department to promote Mr. Fuge. He had met none better during his 25 years' experience in various branches of the railways. The chairman went on to say that he considered the per. way the most important branch of the Department, as without a well managed per. way the result would be disastrous. The committee had decided to make Mr. Fuge a present, and on their behalf he handed the guest a gold watch-chain and pendant, suitably inscribed, as a token of esteem from the railway employees and other friends. He also extended a hearty welcome to Mr. Francis, who succeeds Mr. Fuge here.

Mr. Fuge was heartily applauded as he stepped forward to receive the gifts. The chairman said they were also losing another valuable officer in Mr. Tom Blakely, and asked them to treat him as their guest also. The health of the guests was then drunk with musical honors.

Messrs. Cannon, Uwin, Taylor, Roughan, Davis, S.M., and Blakely, N.O., all spoke in glowing terms of Mr. Fuge.

Mr. Fuge thanked them for the very handsome presents, and all the nice things said about him. He did not pretend to be worthy of it, but felt pleased to think he was held in such esteem by fellow employees. He appreciated his promotion, but regretted it when he thought of the good times he had had here.

Messrs. Blakely and Francis also responded. Songs by Messrs. Francis, Blakely, and Clayton, a retired N.O., were much appreciated. Several other toasts were honored.

Mr. Francis acted as accompanist and an enjoyable evening closed with the "National Anthem" and "Auld Lang Syne."

A RAILWAY MISHAP.

ALL NORTH COAST TRAFFIC INTERRUPTED WITH.

As the result of a railway accident which occurred last week (says the "Tamworth Times"), the whole of the northern railway service was interfered with this morning. It appears that a crane from Werris Creek was despatched to the scene of the mishap yesterday for the purpose of lifting the three wagons and the guards' van, which became derailed last Monday at Danglemah. The three wagons were safely placed on the permanent way, but in the attempt to lift the brake-van the crane gave way, and, toppling over, fell across the four-foot way. The crane from Hamilton was immediately requisitioned and proceeded to the scene last night. The Brisbane limited express from Sydney ran as far as the spot of the trouble and put down her passengers, which were taken on by a special train, the express returning to Tamworth empty. The Brisbane mail also ran to the scene and returned to town, which the Glen Innes mail also did. Superintendent Allen, of Murumbidgee, is directing operations.

Mr. Lynch, M.H.R., predicts that the Federal Government will go to the furthest limits of conscription to give effect to the policy of the last man and the last shilling.

Britain's grip on Germany seems to be getting tighter as the days go by. The sausage eaters are beginning to realise that England is still England, and that all their gott-strafing and frightfulness fails to loosen the vice-like grip on Germany's throat. The latest decision of the British Government is to detain securities sent by Germany to neutral countries for sale on German account. This will prevent the square-heads from securing credits from the sale of foreign securities held by Germany. This decision will cause much more gott-strafing in the land of the great polony.

EXECUTIVE.

The executive meeting was held on Friday night last, 12th inst., at Head Office, there being present, Messrs. Kavanagh (vice-president), in the chair, Evers, Kearney, Clyne, Pinkstone, Mulder, Long, and Thompson (general secretary). Prior to the reading of the minutes the following business was transacted:—

INVITATION TO MITTAGONG: It was resolved that Messrs. Campbell and Evers should attend to represent the Amalgamated on the 24th inst.

WORKERS' EDUCATIONAL ASSOCIATION: Mr. Odell was re-appointed for the year to represent the Amalgamated.

CONFERENCE RESOLUTIONS: A committee was appointed to meet and arrange and forward to the Ministers concerned, and the Chief Commissioner, the resolutions of the annual conference just held; the committee to consist of Messrs. Kavanagh, Evers, and Pinkstone.

THE BOARDS: In reply to a question the secretary said that No. 2 Board sat on Tuesday last, but owing to the strike of fitters at Eveleigh all the boards were now being held up. He had attended the sittings of Nos. 1 and 11 Boards, which had made inspections at Darling Harbor and Randwick respectively. No. 4 Board sat in camera, and No. 6 Board inspected the sawmills at Eveleigh, and were to go on to Leichhardt.

AGENDA PAPER: Mr. Evers asked the chairman if it were not the rule to present an agenda paper at each executive meeting to those present.—The chairman said that this had been done previously, but on account of the work involved it had been discontinued. Mr. Evers intimated upon the necessity and the convenience of an agenda to members, and moved that it be presented in future, with a copy of the statement of accounts. Mr. Clyne seconded, and said that this would enable the executive officers to deal with the business and accounts with despatch. The secretary suggested that members would also see the necessity of handing in any business for inclusion in the agenda which they desired dealt with.

PAPERS SIGNED: The Trades Union return was signed and the P.L.L. credentials handed to Messrs. Kavanagh and Kearney, provision being made that Messrs. Pinkstone and O'Donnell should be alternate delegates. The document altering the trusteeship from Mr. Armstrong to Mr. Long was also signed.

APOLOGY: An apology was received from Mr. Campbell for non-attendance on account of illness. The executive conveyed a message of sympathy.

The minutes of the last meeting were then read and adopted.

ARISING OUT OF THE MINUTES.

THE "CO-OPERATOR": The secretary reported that, as instructed, he had formally conveyed the resolution of conference to the "Co-operator," and had instructed them of the appointment of a sub-committee to meet the directors of the paper. Mr. Kavanagh, as one of the committee, read a letter from the manager of the "Co-operator," stating that the directors thought that rather than advise to meet the whole of the executive, so that any discussion that took place in reference to the "Co-operator" resolution would be final. Mr. Kavanagh said that the sub-committee recommended this course. He suggested that a special meeting of the executive be held on Saturday, the 25th inst., and that the directors of the "Co-operator" be invited to meet the executive. He explained that in conversation with the manager of the "Co-operator" it had been intimated that since the matter was of vital concern it was necessary that the whole of the directors should be represented to consider the matter. Mr. Kearney said that, as far as he could see, there was nothing to discuss; the question was purely the resolution of conference—whether the "Co-operator" was prepared to accept the offer made or not. He moved that the resolution of conference be adhered to and the sub-committee be asked to secure a decision from the "Co-operator." Mr. Long also held that it was only a matter of the "Co-operator" accepting the amount offered or the executive giving notice of the termination of the agreement. He could see no reason for any other discussion. Mr. Mulder thought the idea was that the executive was to make the best possible arrangement with the "Co-operator." Mr. Evers also favored this method. He said that the sub-committee of conference was not able with the time at their disposal to make a very careful investigation of this matter. It was decided without proper consideration, and he, with the rest of the committee, went back with a determination very hurriedly reached, but thought it was not the best recommendation that could have been made.

Mr. Catts, who was present, said that since it appeared to be the consensus of opinion that the question merely resolved itself into whether the "Co-operator" would accept the offer made of £1000 per annum to supply the whole of the members with the paper, or, if not, the termination of the agreement, there appeared to be nothing further to argue, and he was prepared to lay before them at once the decision of his

directors, which was that they could not accept the offer made. Since there was no desire by the executive to further argue the matter this would bring finality to the question.

Mr. Look then moved that the sub-committee be again instructed to meet the "Co-operator" directors and discuss the matter with a view of submitting it to a special conference to be held, which motion was carried.

ACCOUNTS: The following accounts were then submitted:—Salaries, H.O., 2 weeks, £35 2s.; A. C. Wallace, last time collecting, 5s.; C. Thompson, Randwick strike expenses, 10s. 4d.; stamp account, £6; Amalgamated Society Railway Servants, Wellington, N.Z.: Cablegram 11s. 6d., ind. "Gazette" awards, etc., 2s. 1d., 13s. 7d.; total, £42 10s. 11d.

Mr. Kearney asked for particulars of the general secretary's expenses, amounting to 10s. 9d. The general secretary explained that this was for telephones, fares, wires, and stationery. A considerable amount of discussion took place on this item and Mr. Kearney thought the charging of small accounts very paltry. The general secretary said that if he was required to incur expenses on association business he should be reimbursed. Mr. Clyne thought it false economy to query these small charges when they were legitimately incurred. Mr. Long complimented Mr. Kearney on the enquiry, but thought that the executive should not deal so closely with petty expenses incurred on association business. Mr. Evers thought that there was every necessity. He asked were the executive officers to claim expenses for every small service rendered, and if the members agreed that in going to Mittagong he should claim his expenses—members, "Yes." Mr. Evers thought the matter was too paltry and no executive officer should take up this attitude.

Mr. Clyne thought it was not fair or reasonable to object to any expenses which were not excessive. Mr. Kearney said in reply that it was their duty to find out where any drain occurred in the finances of the association, he would see that every penny was accounted for and there would be no reproach from members in the future on account of lack of knowledge of executive officers in regard to the finances of the association. The accounts as read were then passed for payment. The expenses of the Randwick branch officers in regard to the strike were again brought forward. It was stated that the expenses of the president were incurred whilst the men were out on strike. The executive members considered that if these men were out on strike they should not be paid, otherwise all strikers would be entitled to the same treatment. It was decided to instruct the secretary to secure further particulars in regard to this claim. A letter was received from Mr. Martin claiming 5s. for expenses on account of himself and two others. It appeared that some charges were made against a member of the signalling branch and Martin and others were invited to substantiate same by meeting the general secretary. Owing to an error of the typist the day appointed was altered from Tuesday to Thursday. Martin claimed that he had been fooled by the general secretary and submitted the item of expenses. It was resolved that further particulars be secured by the general secretary. At the instance of Mr. Pinkstone the executive were asked to investigate the matter of a member of Randwick branch, preferring charges against Mr. Teen, of the same branch. It was stated that Teen and Brown (branch president) had been bracketed by the Department for victimisation in regard to the recent trouble at Randwick. The secretary said he had advised Teen not to take any notice of the rumors. Mr. Kavanagh thought that the ordinary course should be adopted—to have the matter investigated by the branch, and if either party were dissatisfied to appeal to the executive.

The financial position of the association was considered, and suitable action resolved upon.

DRILLERS STRIKE: A deputation of drillers on strike was here admitted. The first speaker said that the drillers at Eveleigh and Signals had ceased work; they had suffered grievances in their wages for a number of years, and had exhausted all the remedies possible. They had solid grievances which they were in no way able to adjust. The present trouble was due to the fact that their appeal in regard to their work just delivered by Mr. Justice Edmunds actually reduced their wages.

Another member defined the wages being paid, and said that the crux of the matter was that the drillers were left on 9s. 6d. per day when they were doing work equal in skill and responsibility to that of men receiving 12s. 8d. per day. The award just issued provided a reduction in the wages of some of the men on repetition work of 2d. per hour. Against this the highest paid men in the Signals Department and at Eveleigh had actually received an increase. The next deputationalist said he came from the main shops and the heads of the shops had advised them to go back to work and they would secure an interview with the C.M.E. He said they had been waiting for months for an increase in their wages, and decided to cease

work on Monday; they had had an interview with the Chief Commissioner and he had turned them down. He had refused to continue the arrangement made by his predecessor, Mr. Johnson, which was 8d. per day more than the amount now received. There was also a considerable amount of pinpricking indulged in at the shops, and considerable injustice was meted out to many of the men. He said that the oxo acetylene welders in the award just delivered had been victimised by an extraordinary decrease of 5d. per hour as a result of this appeal. Mr. Pinkstone said that several Amalgamated men still remained at work. The secretary said that this action would hold up all the boards now sitting. After a very lengthy discussion with the deputation it was decided that the general secretary should attend the meeting at the Trades Hall and take such action on behalf of the organisation as he deemed necessary.

TRAMWAY SPLIT: The matter of the breakdown of men from the Tramway Union was brought forward by the receipt of a communication from a mass meeting of the men held on the previous evening. After an explanation of the matter and the presentation of the resolutions, which are set out fully in another column the general secretary said that the desire of these men appeared to be, primarily, to come over in a body and for the Amalgamated to secure one of their number, who was recently discharged by the Department as a result of the Randwick strike, as temporary organizer for the tramway section of the Amalgamated. He thought that there were very many men who had resigned from the Tramway Union who desired to join the All Grades. Mr. Long said he was an ardent advocate of amalgamation, but the membership must be on a clean basis; he insisted that all men joining should have a clean union clearance. He thought the men concerned in this matter should endeavor to secure the vote of all the men concerned in favor of one big union. In any case he suggested that they be required to join in the ordinary way. Mr. Mulder said that the men were most dissatisfied with the management of the Tramway Union, and were unable to secure any satisfaction or alteration, owing to the opposition of the paid officers. A large number resigned last year, and many of them had resigned some months ago. He thought it a very wise move to take the matter up and get out to secure these men for the Amalgamated, he was convinced that the field was now open in the Tramway Department for a big organizing effort. Mr. Kearney agreed that this was a good opportunity to break up sectionalism. Mr. Evers said he was prepared to fight the Tramway Union in any shape or form. Mr. Pinkstone thought that Mr. Buckley should be utilised to organize the tramway section of the Service. Other members thought the opportunity unique to break up sectionalism in the service.

Mr. Kavanagh said he would oppose the appointment of Buckley. They had always fought for amalgamation and the others for sectionalism; they should stick to the issue of amalgamation and not appeal to any present differences which these men might have, he preferred to go out as an amalgamated body and bombard the men with their principles, then all the depot men would ask for Amalgamated organizers. Mr. Mulder moved that Buckley be appointed temporary organizer at £3 per week, provided he could secure 200 members. Mr. Evers moved as an amendment that the executive meet the men at the "Co-operator" office on Sunday morning and go in to the matters in question, and if satisfied, to appoint Buckley temporary organizer at the salary stated in the motion. This was carried.

INCREASE OF CONTRIBUTIONS: The question of increasing the contributions was considered. A suggestion of the general secretary was put forward that the contributions be 15s. per year, payable in advance, or 5s. per quarter, payable in advance. Mr. Clyne also put forward a suggestion that the contributions be 15s. per year, payable before the 31st of March in each year, or 4s. per quarter, payable in advance, or 1s. 6d. per month, payable in advance, with the present provision for Juniors and female members of half rates. In the course of discussion Mr. Clyne said their financial needs would have to be met, and he did not think any member would object to paying for benefits received. Last year the Association had not had any boards at all, this year there would be many boards sitting, consequently there would be considerable expense. Not only were the men in the shops very uneasy, but the men in the country were also in a state of unrest, especially the per. way men. The organization needed funds to deal with the position, and he was quite sure there would be no hesitation in dealing favorably with the matter. Mr. Mulder was surprised to find that out of their 12s., not 2s. 11d. was available for industrial work, and thought that some method should be evolved to end this, it was a wonder the executive had pulled through so well. Mr. Kearney suggested 1s. 4d. per month instead of 1s. 6d. Mr. Clyne thought members should not object to pay fairly for the work done on their behalf, they had no right to

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was the duty of the executive to make a recommendation and the responsibility would then be on the shoulders of the members. It was no use comparing the Amalgamated with any sectional union, because a sectional body had to fight only one board and the Amalgamated had to fight twenty, and besides this the Amalgamated supplied its membership with absolutely the best union newspaper produced in the Commonwealth. After a lot of further discussion the executive adjourned until Sunday morning.

The adjourned meeting was held at the "Co-operator" office on Sunday morning, when there were present, Messrs. Campbell (president), Kavanagh, Pinkstone, Kearney, Evers, Mr. A. C. Wallace was also present. Further consideration to the business for the special conference was given.

Mr. Kavanagh moved, as an amendment to Mr. Clyne's motion on Friday night, that the contributions be not altered, but that an increase of 1s. 9d. per half-year be paid by members to cover the cost of the "Co-operator," and he pointed out that this would make an additional sum available per annum, which would cover their necessities. He agreed that it would be impossible to continue on the present basis, and if relieved of the "Co-operator" payments they would be assisted to an enormous extent. He recommended that collectors be not paid commission on this amount.

Mr. Kearney asked what the arrangement with the "Co-operator" was, and whether the suggestion of Mr. Kavanagh was to be voluntary?

Mr. Campbell said the charge for the "Co-operator" was 3s. 6d. per contributing member of the organization.

Mr. Kearney thought that if the matter were voluntary many members would be prepared to do without the "Co-operator." After consideration he thought the motion was the most workable if the monthly fees were reduced somewhat. Mr. Campbell said there were two sides of the question, a man paying yearly or half-yearly would question allowing monthly or weekly payments to be on the same basis, on the other hand it would be argued that they should meet the convenience of members to the least degree without any penalty. The greatest trouble of the organization had been the financial member, and he favored any method that would do away with this.

Mr. Evers said they could issue a monthly ticket. He finally moved a further amendment, "That the monthly contribution be 1s. 3d. instead of 1s. 6d.," and with this amendment Mr. Clyne's motion was carried.

TRAM APPEAL: The minimum wage tramway appeal was reported, and it was stated that the increase was now to be paid to the tramway men.

ORGANISING: A deputation of tramway men was here admitted to the meeting, and after a lengthy consultation much of which is reported in another column, it was decided that an active organising campaign should be undertaken amongst tramway men, and that Mr. Buckley should be appointed temporary organizer of the tramway section at £3 per week, with train and tram expenses paid, and that he should be under the control of the executive. It was also decided that only one branch under each section of the tramway service should be established, viz., traffic, electrical, per. way, power house, overhead lines, signalmen and officers. All present and new members to be drafted into these branches.

SECTION 26, PROSECUTIONS: The executive decided to ask plaintiff in several cases pending to supply the names of reliable witnesses doing similar work at higher rates of pay outside the service.

BOYS AS COPPERSMITHS: In this case against the Chief Commissioner it was reported that owing to a flaw in the award there was only provision for adult labor receiving assistant coppersmiths rates of pay, and, therefore, the boys had no remedy. The executive decided that an application for variation of the award to cover the boys assisting coppersmiths should be made.

COOK'S CASE: Legal advice was presented stating that very strong evidence would be required to prove that Cook was a ganger, the Department stating that Cook is a headman.

hand, and Cook states that he received instructions from a fitter. This was purely a matter of classification and was referred back to the general secretary to secure outside legal advice on the matter.

DARLING HARBOR MATTERS: On the representation of Darling Harbor, a suitable clearance was granted to B. Esser by the organization; 5s. 6d. to branch secretary, was passed for payment; approval given that the Chief Commissioner be asked to allow a collector to stand off on pay day, such collector to be paid 10s. per day and 2s. expenses. It was decided to try this system for three months. It was also decided that Head Office should not receive any further contributions from members remaining loyal during the late Darling Harbor strike. The resignation of Mr. Ellis as collector was reported and accepted.

RANDWICK STRIKE PAY: Mr. Kearney moved that branches should be circularised asking for donations to pay the Randwick men strike pay. Mr. Pinkstone seconded the motion. After some discussion Mr. Evers moved that the request be not acceded to. He thought there was little hope of getting sufficient money, and in any case was not agreeable to paying the men who had gone out on strike without reference to the executive. He did not think that men out only a few days to benefit themselves should think of strike pay. Mr. Kavanagh seconded this and it was carried.

HEAD OFFICE BOOKS: Mr. Kearney moved that from the 27th inst., the whole of the books of the organization be kept at Head Office and that the arrangement existing with Mr. Farrell be discontinued. He pointed out the necessity of having the books kept within reach of the officers of the organization. Mr. Kavanagh seconded, and this resolution was carried. On the motion of Messrs. Kearney and Kavanagh it was decided to instruct the general secretary to prepare conference alteration of the rules for submission to the Registrar.

A lengthy document was received from Nyngan branch relative to a dispute between some of the officers and a branch resolution was quoted. The executive decided to ask the branch for a copy of the resolution in question. A letter from Newcastle was received and given lengthy consideration.

P.L.L.: A.W.U. and other unions asked delegates to meet and frame a policy of industrialism at the next conference. The executive decided that delegates be instructed in this direction.

Mr. Kearney brought forward a complaint of the ticket collectors, who were in the new claims for No. 2 Board, that they were placed on the same plane as porters. It was decided that the matter be left in Mr. Kearney's hands for amendment.

The executive decided that the quarterly meeting should be held on the 27th April, and the financial statement of January and March quarter be ready for submission to that meeting, the secretary being instructed to apply for the necessary leave of executive officers.

Mr. Kearney moved that the executive take up the matter of the working of Head Office, and that the general secretary, Mr. Corish, and Miss Hamilton attend the next executive meeting so that the executive might endeavor to place the business of the Head Office on a workable footing. Mr. Evers also thought the duties of the staff might be defined. Mr. Campbell suggested that the general secretary be asked to supply the method of the working of the staff at Head Office. The executive, however, carried the resolution of Mr. Kearney. This concluded the business.

"CEASED TO REPRESENT THE WORKERS"

On Thursday of last week the Broken Hill miners, at their weekly meeting, carried the following resolution:—"That our delegates on the P.L.L. be instructed to move that the P.L.L. call a special meeting of all-unionists to deal with Mr. Cann's actions and utterances in regard to the recent Darling Harbour employees' strike; and also that we send an apology to the secretary of the Amalgamated Railway and Tramway Association, for the action of our member, Mr. J. H. Cann, stating that he has long ceased to represent the workers."

APPEALS BOARD.

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

Sec. 27.—(1) Members, Secretary to C.C.—Chief Accountant—C.M.E.—Engineer-in-Chief—Chief Traffic Manager—and (2) Employees—Representative (Mr. F. D. Campbell), elected by ballot for three years. (3) Three members per annum. (4) Decisions by majority vote. Chairman having second or casting vote. (5) No member to hear appeal when appellant belongs to branch of the service of which he is held. (6)—Sec. 28.—(1) Appellant may lodge appeal within 7 days, and heard within 30 days of being lodged. (2) Board may administer oath to witnesses. (3) Appellant entitled to have witnesses examined on oath, and to be addressed by barrister, solicitor, or agent, who may examine witnesses and represent the Board. (4) Board may decide any appeal as they think fit, and so order. (5)—(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 may read confirm or modify appeal, such being final. Appellant has same rights on appeal to C.C. as before set out in Sec. 27 (1), (2), (3).

THE BOARD.

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

TUESDAY, MARCH 7.

OMITTING TO STOP.

FRANK WESTACOTT, Conductor, Rozelle, 9s. per day, was fined 2s 6d 14.2.16.

Charge: Permitting his driver to run through O'Connor-street which is a regular stopping place, whereby intending passenger was inconvenienced. 31.1.1916.

Appellant pleaded not guilty.

O. Pickering, Inspector, said he was standing at O'Connor-street at 11.41 p.m. with the object of seeing whether the trams stopped there, as there had been complaints. Appellant's tram did not stop; he was unable to get his number owing to the pace at which he was going, the street in question was a regular stopping place. At the next stop he got the number of appellant's car.

Jas. Pearce, casual driver, said he was driver of appellant's car on 31-1-16. He had too much way on to stop at O'Connor-street, but stopped at the next stop; the conductor did not attempt to stop him by bell; he came to him at Ramsay-road and asked why he did not stop, and he told him he had weak brakes.

Frank Westacott, said he had his journal checked by the driver at Haberfield. He gave him the bell to start from the front and went to collect two fares in the car, when he was asked by the passenger the best stop to get out for Leichhardt Post Office. He was half way past the Post Office when he noticed where the tram was, and when he got to Ramsay-street he asked the driver why he did not stop. The distance from the terminus to O'Connor-street is about 150 yards. He knew the regulations; he had to walk from one end of the car to the other and it is on a down grade; he was past the stop before he realised where he was, and was going at about eight miles per hour.

Decision: The Board by majority decided to dismiss the appeal; Mr. Campbell considered a reprimand would meet the case.

UNSATISFACTORY ATTENDANCES.

ALBERT STEPHEN HADER LANSLEY, electric driver, Dowling-street, 10s. per day, was dismissed on 14.2.16.

Charge: (1) Late to work, 6.2.16 (2) absent from duty without leave, and under unsatisfactory circumstances 7.2.16; (3) generally unsatisfactory record of attendance, 6 and 7.2.16.

Appellant pleaded guilty and asked for leniency.

Appellant said, regarding his being late on the 6th, that on the 5th he had made an application for leave on the 7th being of the opinion that he had the 6th off; later he found he had made a mistake as to his day off was on Sunday; afterwards he went to the shed and told the foreman and went on duty. Regarding the charge on the 7th, he was under the impression that his leave would be granted. Regarding the third charge his wife was an invalid and he had lost a lot of time through that. He went to the racecourse on the Monday.

Decision: The appeal was dismissed; Mr. Campbell thought that appellant should be given a final chance and be restored to the service as a conductor.

WANT OF CARE.

JOHN ALFRED BROWN, electric driver, Rozelle, 10s per day, was reduced to conductor at 9s. per day, for a period of three months 16.2.16.

Charge: Want of care and disregard of instructions relative to the protection of tram during shunting operations at Rose-street and St. John's Road Junction, whereby a side-on collision occurred. 16.2.16.

CHRISTIAN RICHARD OHLFF, casual conductor, Rozelle, 8s 9d. per day, was fined 10s., 17.2.16.

Charge: Failing to protect tram during shunting operations at Rose-street and St. John's Road Junction, whereby a side-on collision occurred 16.2.16.

Appellants pleaded guilty to the fact of the collision.

The facts were that the car arrived at Rose-street junction and was proceeding across Paramatta-road; Brown did not send his conductor ahead and a city bound tram collided with them.

Decision: As regards Brown the Board reduced the period of reduction to one month. In the case of Ohlff the appeal was dismissed.

LEFT TOO SOON.

THOMAS GEORGE SMITH, electric driver, Manly, 19s. per day; GEORGE HARDY JACKSON, conductor, Manly, 9s. per day; JOHN BARTON, conductor, Manly, 9s. per day; CECIL GRAHAM SHEEN, casual conductor, Manly, 8s 9d. per day were each fined 2s. 6d. on 1.2.16.

Charge (in each case): Serious want of attention to duty in that he departed from Manly Pier before connection had been made by passengers from boat. 12.1.16.

Ed. J. Doran, tram supt., said he was at Manly on the night of 12.1.16. He saw a car leave and pass the stop. The next car came along and stopped. He ran up and got the next tram and stopped it until the passengers got up. The first tram left before the boat pulled into the wharf. He did not look at the time then. Regular order 25s covered the matter; it allowed a margin of two minutes. There was a ticket examiner at the terminus and witness understood he gave instructions for the first tram to run through, he gave no instructions for the others to wait for the boat. All the men concerned were similarly dealt with. A driver was supposed to wait two minutes at the wharf; if he waited four minutes he would be justified in leaving. The driver could see the boat coming in, he would have to run to his time-table so as to make the connection with the boat on the return trip.

George Walker, said he was sure the boat was not late, it was the first time he had cause to complain, either before or since. Very often the wharf clock and tram clock did not correspond.

E. A. Potter, examiner, said he was on duty at the time supervising the departure of a special. He went to the starter's cabin. He did not exercise any supervision over appellants, but left them to start themselves. A regulation was posted in 1914 that conductors must exercise great care in making the best connection. No inconvenience was experienced in seeing how the boat was running. Witness said he would stop a tram if he saw it leaving before time. When he noticed the relief tram he did not start the boat.

Thos. W. Croft, conductor of the Brookvale tram, said that Smith was his driver. They left the pier after 10-11 p.m. He saw the superintendent-half-way between the first and second stop, theirs was the last tram to leave. He told the inspector he was not aware of any passengers to come. The men on the first car ought to see if the boat was coming in.

His car was loaded leaving the pier. He was under the impression that he had his complement of passengers from the boat.

Thos. G. Smith, electric driver, said he left Manly at 10.14 p.m. instead of 10-11 Mr. Doran spoke to his conductor, who told him of it. He did not always connect with the boat owing to the late running of the trams. He was back from the wharf about 60 yards and got his signal from the conductor. He put his report in about late running; at the Bundy they were eight minutes late; this was the first time he was fined for not connecting with the boat. He had been driving ten years. After the other trams left he pulled down to the terminus and picked up three passengers, he then got a bell and went on. In the ordinary course he was too far away to see if the boat was in. If he saw passengers coming along from the wharf and got the bell, he would draw the conductor's attention to it.

George H. Jackson, said he arrived at the wharf at 10-8 p.m. two minutes late. He was instructed to take his gear and change cars and come ahead. Examiner Potter was in charge of the traffic at the time, he usually instructed the trams to depart. It was the custom when the first tram left for the rest to follow; in all they stood for five or six minutes. He could not see from where he was whether the boat was in or not. He had a good number of his tram, a great many coming up from the wharf.

Jno. Barton, conductor, said their orders were to go when they got a fair load. He saw Potter come ahead of the Split tram, and walk past him as he was starting out. If there was no starter or examiner there, they were supposed to start on the bell. He was never instructed to wait for the boat. It was the regular thing for Potter to start the trams and for all to follow the first tram. Appellant made a report of the matter in which he said that he had a fair load, and naturally thought he had the boat passengers.

Cecil Sheen, said he was conductor of the depot special for Barton, they were not a tabled tram and had no instructions to wait for the

boat. They did not get a signal from Potter, he gave his driver the bell to start. He noticed the clock at 10-10 p.m. and started to collect fares; he did not again notice it. He had frequently seen Potter start the first tram and the others followed.

T. O. Gard, electric driver, said it was usual for the officers to despatch these cars. He saw Potter walk over to the first special one minute before his tram left, this might be about 10-11. Acting driver Pinson told him he got a signal from Potter to start. If he saw the boat passengers coming as he got his signal, he would wait. There was a special ahead of him, and his was the first regular tram.

Decision: As regards Barton and Sheen the Board upheld the appeal; Jackson's appeal was dismissed, and in Smith's case the punishment was reduced to a caution.

THE BOARD.

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

WEDNESDAY, MARCH 8.

CASE OF NEGLIGENCE.

JOHN WILLIAM PAULL, Goods guard, Werris Creek, 10s. 6d. per day, was fined 5s. 27.1.16.

Charge: Neglected to detach truck 12137 from No. 26 Goods to be dealt with, though ticket showed truck for "Curlewis forward Darling Harbour." 27.1.15.

Appellant was undefended and pleaded not guilty.

Hugh McCauley, goods guard, Narrabri, said he lifted truck 12137, it was ticketed Curlewis, Gunnedah. The ticket from Darling Harbour was produced, all the writing thereon was in ink.

Jno. Dries, S.M. Curlewis, said that on 27.1.15 truck 12137 was not detached at Curlewis and nothing was taken out of it there. He was on duty when the truck went through and appellant was guard of the train; he did not speak to him about it in any way. When the train came through appellant put off empties; he could not say if anything was picked up. Witness had no advice from Narrabri West of the truck being on 26.

H. Fullerton, traffic inspector, produced the book for Narrabri West, which showed truck 12137 entry. He could not swear that the ticket was in the condition it was then in when the numbers were taken, it was apparent that the weight had been altered. If he saw a ticket obliterated he would make enquiries of the S.M. In reply to Mr. Campbell he said the number taken should look at both tickets if he saw anything wrong, and satisfy himself.

Appellant, Jno. Paull, goods guard said he saw a ticket with Curlewis crossed out and drew the S.M.'s attention to it, and he said the truck was for Darling Harbour as it was evidently a mistake in ticketing the truck in the first case. A pick-up train from Narrabri had to reduce and pick up traffic according to the grade at Curlewis. He had a full load on, but had to pick up five of stock. He put off three of wheat. He believed he mentioned in his second report that he spoke to the S.M. at Narrabri about the matter.

Decision: The appeal was dismissed. Mr. Campbell considered it should be upheld.

ACCIDENT TO TRICYCLE.

JOHN BARKER, ganger, Southern Division, 10s 6d. per day, was fined one day's pay, 14.12.15.

Charge: Ganger Barker left tricycle foul of the line on 20.11.15, resulting in the machine being damaged by a passing train.

Appellant was defended by Mr. Corish and pleaded not guilty.

Thos. Cambourne, per-way sub-inspector, said he received a report from ganger Barker on 22.11.15. Barker was the felling ganger and the only permanent man in the gang. He had three men under him, and a length of 101 miles. Barker had to examine the road every morning, and the men went to work on the double tricycle each day and would be responsible if Barker was away, but not if the tricycle was broken.

Appellant, Jno. Barker, said that on 20.11.15 when the tricycle was broken, he had one acting feller and two extra men on duty. About 5.30 or 6 o'clock he decided to burn off, and told the men. He got the lighting cage and walked ahead, on looking round, he saw the men putting the tricycle on, he called to them to put it off and believed they put it clear. He had no word of the special running. He was about 70 yards from the men when he called out to them.

Decision: The Board decided that a caution would meet the case and ordered accordingly.

WRONG ENTRY.

HAROLD HENRY McFARLANE, 7th class clerk, Supt of Lines Office, £140 per annum, was dismissed, 15.2.16.

Charge: Withheld £1 of station cash from 21st to 31st December, 1915 and made false totals in the Train and Classification books to conceal his action.

Appellant was defended by Mr. McCoy and pleaded guilty to wrong entry but that he had no intent to withhold or defraud.

Mr. Meyer, S.M. St. Peters, said he sent in a report in connection

with transactions with appellant on the 7th January. A clerk brought it under his notice after the 31st December. The train book for 31st December showed £8 5s. 5d. It should have been £9 5s. 5d. If there was an error in the train book it would immediately show in the classification book. There was no surplus cash in the till and if he under-remitted £1 on the 31st he should have £1 surplus in the till. In reply to Mr. McCoy, witness said there was a shortage connected with another clerk and on looking for it this clerk came across the present matter. He had no complaint to make against him in any way whatever.

Appellant Harold McFarlane, said he was booking clerk at St. Peters. He admitted the entries were £1, on the 31st he found an error of £1. He found that he had £1 more in his pocket; he checked across the books for the month and found an error of £1 on the 21st and paid the money in at once. Up to that there had been no suspicion against him. At times he had to use his own change. He did not have a key to the till and never saw a key for the booking office. It frequently occurred that wrong change was given, he had seen two notes stuck together.

Decision: The appeal was dismissed. Mr. Campbell favored giving appellant another opportunity in some other capacity than that of booking clerk.

TO THE EDITOR

All letters intended for publication must bear the writer's name and address, not necessarily for publication, but as a guarantee of good faith. In every case correspondence will be held strictly confidential.

FROM TOOL SHED TO TOOL SHED

SOME CRITICISMS AND A REPLY.

Dear Editor,—I wrote a letter to the "Co-operator" condemning the idea that to start and knock-off at the trolley shed would mean that the trolley shed would be shifted to the middle of the length. At the recent conference Mr. Clynne opposed the motion in favor of knocking off and starting at the trolley shed, on the grounds that it would be of no interest to those concerned. Mr. Clynne must be of the same opinion as the writer who stated that the trolley shed would be shifted to the middle of the length. Mr. Clynne made a very big mistake; he should look before he leaps. I would like to know Mr. Clynne's reason for thinking the trolley shed would be shifted to the middle of the length. If Mr. Clynne can show where the Commissioner would benefit one minute or one penny, or that it would be more convenient to the Department to shift the trolley shed, I shall be satisfied it would be of no interest to those concerned, otherwise I am sure it would be of very much interest to them because we work six hours per week overtime for nothing. I hope that Mr. Clynne will discuss the matter through the "Co-operator."

F. E. PEROT.

Dear Editor,—I notice in the "Co-operator" of March 16th a letter by "Justice," commenting on Mr. Clynne's attitude in regard to felling gangs starting and knocking off at the trolley shed. I wish to state that I consider "Justice" is wrong in condemning Mr. Clynne's actions; it was immaterial whether he opposed or upheld the question as stated, because the words "trolley-shed" should be omitted and the words "home-station" should be used instead; that would get over the difficulty as regards the Commissioners shifting the trolley-shed to any part of the length. We all know right well that it is start and finish at home that we are fighting for, and not at the trolley-shed, wherever it might be situated.

PER. WAY GANGLER.

Dear Editor,—I have read with great interest in the "Co-operator" the sentiments of "Billie Moore" and "Billie Beno," with reference to a living wage for per. way men, and I agree with them both in most things; but I am opposed to "Billie Moore's" suggestion that we should resign in a body from the association. I am a per. way "All Grades" man, and have been for several years, and I, for one, do not lay all the blame on the association for not obtaining a living wage for us. I think a good deal of it rests with ourselves, in not fighting for our rights, as we should do, and assisting the association as other sections of the service have done, and gained their ends. It is easy for fellers and gangers to argue in their meal hours or on the job, and say the association should do this and that for us, but why not put our suggestions into practice, and assist our executive to win our case for us? I suggest that fellers and gangers argue and debate amongst themselves, form resolutions, and when their branch meets, attend the meetings, plan their views before the branch and have their resolution sent to H.O.; that will give the executive something to work upon. Talk is cheap on the job, but it is of no avail if it is not put into operation. I think, if this suggestion

was carried out, we would have a chance of getting our much needed and looked for living wage.

"BILLIE BALOW."

Dear Editor,—I would like to ventilate a few grievances. In my opinion, this man behind the pick is the most down-trodden man in the service. Firstly, to hold up his end he leaves the trolley-house 30 minutes before starting time, and knocks off at 3.45 p.m. and works his passage home against a "head wind," and lands at the trolley-house at 4.45 p.m. A day's work constitutes 8 1/2 hours, and yet he has to spend 10 1/2 hours to do the same. I wonder if Mr. Clynne, when he opposed the motion for starting time, considered that when a man leaves the shed and he sees some loose bolts which have to be screwed up, he is working for the Department, and also when coming home he sees a few sleepers alight, and he stops to put them out and may have to go half a mile for water. I would like to see Mr. Clynne cut in the back blocks, where he would have ten or twelve miles of road to look after and be in the middle of a length at starting time.

Perhaps he is one of the lucky ones, and has everything at his command, a good length, newly re-sleepered, and no loose bolts or broken fences to repair, or burning sleepers to attend to. I have four in my family, and live in the bush. I have never refused a sub, or patriotic list during the last 29 years, and have no wood or water or house rent to trouble me, and I just exist. When the N.O.'s are appointed to a position they receive every consideration, and homes are provided for them, but the poor "Frilly" is dumped down anywhere to get on the best way he can, and he has to be on the mark at starting time. I, like "Beno," would like to hear Mr. Clynne's version of why he opposed the motion re starting time.

"COMBO."

REPLY BY MR. CLYNNE.

Dear Editor,—"Justice" asks me to state why I think that it would not be in the best interests of the men to start and finish work at the tool sheds. That I shall be pleased to do. I firmly believe that every one should have a reason for the faith that is in him, and sufficient courage to express it. What vitally concerns us, to my mind, is the positions of the fellers camps. As a general rule they are located close to the station, or town, if there is one on the length. This is convenient to the department and the great advantages to the men include housing, schooling, postal and general facilities for obtaining the daily necessities of life. The tool houses are, generally speaking, close handy to the said station, and fellers' camp. If we obtained a trolley to trolley shed agreement, the trolley sheds would be removed to the middle of the length. Such a contention is neither speculation nor fiction. I know a case in which a dispute occurred in regard to this very question a few months ago, between the Department and men. The result was that the trolley shed was removed to the middle of the length. These men all live at the end of the length in a comfortable little town, so they are obliged to come and go in their own time.

"Justice" gives such a system—a system which his proposal would not cure, but in many cases create, its proper title, "Unavoidable Scabbery." I argued this very point strenuously before the Per. Way Board about seven years ago. I suggested that as soon as the men placed their trolleys on the road of a morning, whether it was 5, 6, or any other o'clock, that they were on duty. They immediately create an obstruction and were responsible for the clear running of trains and safety of public life. They are also responsible for the safety of the Chief Commissioner's property (the trolleys referred to), and are subject to punishment, without being subject to pay, if any regulations are infringed, no matter how technical. Their lives and limbs are endangered, yet not covered before or after hours in any way, except in cases of recognised overtime. The same arguments apply in the afternoon. Traffic frequently impedes the home journey and keeps the men late.

The burden of responsibility in regard to a clear line, public and personal safety, and the sword of punishment are still in operation without pay.

The starting time should be from our home stations, or, in other words, the fellers' camps, and the trolleys are taken off the road and the wheels locked. Then, and not till then, do the fellers' responsibilities cease. If such a system were adopted, to avoid overtime being booked, instructions would be issued to gangers to reach the camps at knock-off time.

As an alternative, I would fight with vigor for a travelling time allowance clause in our next award. Many awards now in operation contain such clauses. I think "Justice" for bringing this question forward, and I agree that a calm, intelligent discussion will be helpful towards a satisfactory solution of a difficult problem.

D. CLYNNE.

Medlow Bath.

20/3/16.

A JUNIOR PORTER'S GRIEVANCE.

Dear Editor,—I am a junior porter at 2s. 9d. day, and I am also a cadet. When I work on a Sunday I am paid time and a quarter. If, during the period in which a Sunday is worked, I have to attend a parade on Saturday afternoon and lose two or three hours the quarter is deducted and I am only paid for thirteen days. Now, do you think that this is right? It is not my fault that I have to attend these parades, but the fault of the Government. Because I have to get time off to learn to defend my country and its people, I have to lose money. We get a very small wage, yet the Government want to reduce it. Perhaps you could get this matter righted.—Yours, etc.,

ALAN S. HANSON.

THE EVELEIGH BRIDGE OF SIGH(ZE).

Dear Editor,—In your issue of March 18th, there appears a cartoon on the subject of the overhead bridge at Eveleigh. I would like the subscribers and readers of our paper to just note the following facts. The Department has not been approached by the men in a body, but by and for a small section of discontented, some of whom are not satisfied unless the whole bridge is left clear for them.

The vigilance committee having become a by-word, especially for the treatment meted out to the car and wagon department, has not for some time past been representative of the masses, and therefore could not take this matter up seriously. The vigilance committee, having now been reconstituted, has not had this matter thoroughly in hand.

You state that if the Departmental heads responsible for an alteration do not remedy this matter, then Safety First Methods must be tried. The Safety First local representatives of the car and wagon department have had this matter in hand for some time, recognising that the congestion on the overhead bridge is dangerous to life and limb.

The Safety First minutes, as presented to the Department on this matter, may be in the nature of an enlightenment to those interested. They are as follows:—

(42) Complaint has repeatedly been made of abuse, and many times punches have been given, to men of car and wagon shops going down the far side steps or stairway of the bridge at Reform station. The matter has been thoroughly debated, and the Department has promised to place another stairway down to No. 8 platform, which will give men more opportunity and freedom in catching their respective trains. The matter now lies in the C.M.E.'s hands for completion.

Another cause of the congestion on the bridge is that men repeatedly loiter on the bridge to see which train will come into the platform first. Safety First has this also under consideration.

(53) A very bad practice is in operation at present on the bridge. Men and boys are loitering about at 5 p.m. on Monday to Friday, and 11 a.m. Saturday waiting to see which platform the train for Sydney will arrive at first. Owing to the small space on the bridge men going to catch their respective trains are inconvenienced, and sometimes men have had to lose trains from this cause. The remedy suggested was that the watchman under whose jurisdiction the bridge comes, be placed there to keep the men moving so as to allow to all the same freedom of catching trains, and that notices should be placed in every shop calling attention to same, and stating that the practice must cease.

A memo was sent to the C.M.E. suggesting that the watchman be told off to keep the men on the move and that even better results would be obtained by posting notices requesting employees not to loiter as the inconvenience caused men to lose their trains.

Now we see that Safety First representative, Mr. H. Arnold, is alive, and that the matter is fairly well on the way to improvement, the vigilance committee are quite prepared to let the Safety First do its duty.

Safety First: life, health, joy, and freedom. Men should study Safety First. It is the great law of nature, self-preservation.

HENRY ARNOLD.

Painter,
Safety First Representative,
Car and Wagon Department.
20/3/16.

MORE DISSATISFACTION.

I would like to bring a few matters before the members of the Amalgamated per medium of the "Co-operator." First, there is the absurd position of the Service wages boards. There happens to be a strike among a few boys at the Randwick Workshops, and though the majority of these boys belong to no union at all, the whole of the employees who come under the various boards constituted for the Service are penalised on account of the action of these irresponsible by having their boards hung up indefinitely. The boys are certainly no more to be blamed for this trouble than the Commissioners, who turned aside their request for an increase in the usual stereotyped way. How are we to receive any benefit from these boards if they are to shut up shop any time there is a strike over which we have no con-

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According to the report of the Executive, in your issue of the 9th inst., an increase in the membership fee is foreshadowed, principally to meet the heavy expenses incurred in connection with wages boards. Without commenting on the merits of this proposition, I would like to point out one or two facts: The General Secretary, in reply to a question re No. 1 Board, said he hoped the board would continue its sitting shortly. It appears that members are to be asked to contribute extra fees, but there is no certainty of them ever receiving any benefit from the source where the money is to be spent. This board was appointed about two years ago, but, judging by present progress, another two years will elapse before it reaches finality—that is if ever it reaches it at all. Meanwhile expenses are going on all the time. The chairman draws his fat salary whether he is sitting on a board or not, while the Association, no doubt, has to pay its representative and barristers, etc. It is time the Amalgamated made some strenuous effort to rectify the defects in the Wages Board system.

P. J. DALRY.

Tamworth.

HONOR FOR THE BRAVE

RAILWAY AND TRAMWAY MEN WHO HAVE FALLEN AT THE FRONT.

The railway and tramway services have contributed to date 4824 men towards the Australian expeditionary forces. Of these 150 are known to have fallen and to help to perpetuate their memory a "roll of honor" has been erected on the walls of the assembly platform at the Central Railway Station. This was unveiled the other Sunday before a very large assemblage. A platform had been erected, and prominent on it were Mr. John Harper (late Chief Commissioner), and the following members of the service in uniform: Col. Fraser (Acting Chief Commissioner), Col. Milne (Commissioner for Tramways), Lieut.-Col. Lucy (Chief Mechanical Engineer), Lieut.-Col. Hodgson (Traffic Manager), Lieut.-Col. Kendall, Major Rankin and Major Mays. There were also present Dr. Taylor and Messrs. J. S. Spurway (Secretary for Railways), Daygill (Solicitor for Railways), Carling (Goods Manager), and Mr. Hunt.

Mr. Harper said that the day was a memorable one in the annals of the Railway Department, for they were there to do honor to 150 brave men who had sacrificed their lives