



REVISED  
GENERAL LAWS

OF THE

JOURNEYMAN

Silk Hatters' Society

OF

NEW SOUTH WALES.

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"UNITY IS STRENGTH."

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1887.

## DECLARATION.

Every person being admitted a member of this Society shall sign the following declaration:—

*I, the undersigned, agree to this and all other laws passed by a majority of this Society, to which witness my hand this*

*14th* day of *October*, 18*87*

*John D. Jones*  
..... President.

*Geo. M. Madsen*  
..... Secretary.

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1. That this Society be called the JOURNEYMAN SILK HATTERS' SOCIETY OF NEW SOUTH WALES, and its objects shall be to advance and protect the interests of the trade. The place for conducting the business of the Society shall be determined as occasion may require.

**Committee.**

2. The business of this Society shall be conducted by a President, Secretary, Treasurer, and two Committeemen, to be elected annually; they shall meet when required by the Secretary. Any member absenting him-

self without an apology shall be fined 1s. Three members shall form a quorum.

3. Any member calling a Committee Meeting shall pay 5s. 3d. before such meeting is called, and not being satisfied with the decision of the Committee may appeal to a General Meeting by lodging a further sum of 5s. 3d., the money to be disposed of as the meeting may decide.

4. Should any employer make either a verbal or written application to the Secretary in reference to sending to the neighbouring colonies or elsewhere for men, it shall be the duty of the Secretary to lay such application before the Committee forthwith for consideration; the Committee shall instruct the Secretary how to act. And for neglect of duty or non-compliance with this rule he shall be fined 2s. 6d.

### General Meetings.

5. That Quarterly Meetings be held the first Wednesday in June, September, December, and March in each year; the roll to be called at 8 o'clock. Any member not present shall be fined 1s., unless a written

apology shall have been received and accepted (provided that for absence from Special Meetings the fine be 1s. 6d.). Members over 60 years of age to be exempt.

6. That at all General or Committee Meetings any member who has an observation or motion to make shall stand and address the President. No member shall speak twice on the same subject unless in explanation, or being the mover of a motion—in that case he shall have the right to reply. Any member interrupting another while speaking, and will not obey when called to order by the President, shall be fined, for the first offence, 6d.; and for the second, 1s. Should any member or members presume to quarrel or in any way whatever interrupt the business of the meeting, he or they shall be fined 2s. 6d. each; and if he or they shall continue the interruption, they shall be fined 5s. each. The majority may then adjourn the meeting, and the expenses shall be paid by those who caused the adjournment. The President to inflict the fines laid down in this law.

7. It shall be in the power of a proposer of a motion or amendment to call for a division, and it shall be the duty of the Chairman to see the same carried out.

### Order of Business.

8. 1st. Calling roll.
- 2nd. Minutes of previous meeting not before passed.
- 3rd. Correspondence.
- 4th. Questions, of which three days' notice has been given.
- 5th. Reports of committees.
- 6th. Treasurer's report.
- 7th. Unfinished business.
- 8th. General business.

### President.

9. That the President shall preside at all meetings, whether Special or General. He shall hold office for 12 months, and for non-attendance be fined a sum not exceeding 2s. 6d.

### Secretary.

10. The duties of the Secretary shall be to summon and attend all Special, General, or Audit Meetings, keep the books in a clear and intelligible manner, conduct all correspondence. He shall prepare a balance-sheet for the Auditors every audit night, and for neglect of duty be fined 2s. 6d.

11. The Secretary shall keep a minute book, in which he shall enter all business brought before the Committee, with their decisions thereon. All letters of importance sent or received shall be copied. He shall collect all contributions fortnightly, and pay the same to the Treasurer within 24 hours. The term of office for the Secretary shall be 12 months. In the event of his ceasing to hold the office, he shall hand over all books and papers to his successor within seven days. When a member incurs any fine mentioned in these laws the Secretary shall record such fine against him. The Secretary shall have power to call a Special or General Meeting on any trade question by giving six hours' notice of the same, the business of such meeting to be stated on the summons.

### Treasurer.

12. The duties of the Treasurer shall be to receive all moneys from the Secretary, giving personal security for the same, pay all the Secretary's demands, and, in conjunction with the Trustees, bank all moneys over £5 the property of the Society. He shall attend all Special, General, and Audit Meetings, and for neglect of duty be fined 2s. 6d.

### Trustees.

13 There shall be two Trustees appointed at a General Meeting, who shall hold office at the pleasure of the Society; and in the event of any Trustee being removed from his office, refusing, or neglecting to assign or transfer any property of the Society, he shall be expelled, and cease to have any claim on the Society on account of any contributions paid by him; and in case of a vacancy or vacancies occurring another or others shall be elected at a Special or General Meeting of the Society, and that a declaration of such removal or appointment made by the President and Secretary after due confirmation by a general meeting shall be a sufficient warrant or order to such bank to pay over such sum or sums to the person so appointed. The funds of the Society to be invested in the names of the Trustees. No Trustee shall hold the office of Treasurer or Secretary of this Society. Any member of this Society who may be a Trustee, or holding any property of this Society, being about to leave town, shall transfer the same before he be allowed a blank or any other benefits.

### Auditors.

14. There shall be two Auditors appointed at the June General Meeting to audit the

books half-yearly. Any Auditor neglecting to attend shall be fined 2s. 6d. Any Auditor knowingly signing any false report shall be fined £3 3s.

### Contributions.

15. That the contributions be 1s. per week. Every shop shall appoint a Constable, who shall collect the same. Any member of this Society allowing his contribution to exceed two weeks shall be fined 3d. If not paid at the expiration of four weeks he shall be fined an additional 6d. Should it exceed six weeks, it shall be the duty of the Constable to knock him off for the same.

16. Each member shall clear himself on the books the contribution week previous to the Quarterly Meeting, or be fined 6d. for such neglect.

17. Any member of this Society working in a shop by himself neglecting to pay all dues according to the laws, the Secretary shall have power to knock him off.

18. All members holding blanks and sick members shall be exempt from contribution. All doubtful cases to be referred to the Committee.

19. That any member through sickness or insufficiency of work being unable to earn 30s. per week be exempt from contribution.

### Fines.

20. That all fines now standing against any member, or that may hereafter be recorded against any member, other than is expressly provided for by law, shall be paid within four weeks from the date of such fine being inflicted; and it shall be compulsory for the Constable to attend such matter upon being duly notified by the Secretary.

21. All fines stipulated in these laws shall be paid into the funds of the Society.

### Voting Moneys.

22. That no moneys exceeding £2 (two pounds) shall be voted unless carried by a majority of financial members, two-thirds of the members on the roll to be present.

### Seeking Employment.

23. When a Journeyman Hatter comes into Sydney, being desirous of joining the Society, he shall apply to the Secretary, who shall give him an asking-ticket, provided he pro-

duces a blank of some other Silk Society (recognised by us). And in the event of him not producing such blank, the Secretary shall call a Special Committee Meeting to investigate his case, the sum of 10s. 6d. to be lodged before such meeting is called.

24. It shall be the duty of every journeyman before seeking employment to get his asking-ticket, which shall not be considered genuine unless signed by the Secretary. Any member getting shopped shall return his ticket to the Secretary within 48 hours, or be fined 2s. 6d. Any member may get asked for on producing his contribution card, provided he is clear on the books.

25. No member of this Society shall ask any employer to shop him or give him employment where there is another journeyman employed. The member seeking employment shall produce his asking-ticket or clear contribution card, and it shall be the duty of the journeyman or journeymen employed to see that he is asked for, and if necessary presented to the foreman or employer, as the case may be. Should there be no journeymen employed on the premises, he must apply to the nearest shop where any of the Society men are working; and should



any man refuse to ask for the same he shall be fined 10s. Any man asking for himself shall be fined 10s.

26. Any member declaring himself or being declared off shall complete his work within six days or be fined 10s. 6d. Any man holding a shop and being shopped elsewhere, refusing to go into work, shall be fined 10s. 6d.

27. That no member of this Society shall go on turn or be asked for in any shops while there is a dispute between the employer and the men of the shop, under such fine as the Committee may decide.

### Losing Employment.

28. Should any man or men be discharged or called out of their employment in consequence of being appointed one of a deputation to any employer or foreman on any dispute or grievance, the Committee shall (if proved correct) place him or they on 30s. per week, and in the event of there not being sufficient funds a levy will be made to meet the demands. Any man or men receiving such pay, and refusing to go on-turn at any

Society shop, shall forfeit their weekly pay. No man to be asked for at such shop until the member or members so discharged be reinstated.

29. No member of this Society shall be entitled to turn-out pay unless he shall have worked and paid 30 weeks' contribution (excepting by a vote of a majority at a Special Meeting called for that purpose). No man or men applying for turn-out pay shall be allowed to vote.

### Trade Grievance.

30. Should any misunderstanding take place with any employer or firm relating to any trade question, the men of such shop shall send the two most suitable persons to endeavour to settle the difference with such employer or firm; and should there be less than three men working in the shop, they shall appoint two members of the Society, and in the event of such grievance not being removed by such mediation, a General Meeting shall be held within 24 hours, six hours' notice being deemed sufficient, and the full particulars of the same shall be laid before it.

### Working Foul.

31. No member shall be allowed to do any out-door work, or finish or complete any work got out by non-society men, unless sanctioned by this Society. Any member infringing this law shall be liable to a fine of £5.

32. That no member be allowed to work in a non-society shop, unless permission be given by a General Meeting; and he shall conform to all the rules of the Society; and for any breach of the same he shall be fined £5.

33. No member of this Society shall be allowed to impart any knowledge of the trade to any person, unless the said person is a member of this Society (recognised apprentices excepted). Any member infringing this law shall be fined £5, or cease to be a member of this Society.

### Clearance of Members and Shops.

34. Any man requiring a book and blank shall bring a clearance signed by the members in the shop, to prove that he is entitled to the same. If he has been working in a

shop by himself, he shall satisfy the Secretary that he is entitled to such benefit. Any man giving or bringing a false clearance shall be fined £5.

35. Should a shop of men wish to be cleared they shall make a written application, signed at least by two-thirds of the men in the shop, and deposit 10s. 6d. in the hands of the Secretary, who shall then call a General Meeting of the Society to consider their case.

### Members Leaving.

36. Any member leaving the Society, becoming an employer, and wishing to rejoin, shall pay an entrance fee of 21s., provided that during the time he was an employer he had not infringed any of our laws. Should he have acted contrary to these laws, he shall be liable to a penalty not exceeding £20.

37. Any journeyman leaving the trade and following another occupation, being clear on the books at the time, making application to rejoin, the Secretary shall be empowered to grant him his asking ticket, on payment of an entrance fee of 10s. 6d.

38. If, through depression, any member

should leave the trade, he shall apply to the Secretary, who shall grant him his asking ticket free, provided he has not acted contrary to our laws.

39. Any member desirous of leaving Sydney and producing a clearance from the last shop, will be supplied with a blank by the Secretary; but no blank will be issued to any member unless all dues and demands owing to the Society by the said member be paid.

#### Foreman.

40. There shall be only one foreman in any shop, and he will not be recognised as such unless he has full power to shop and discharge the men. Should he do any work at the plank, he must be an Honorary Member of this Society (except he be the employer's son). And no member of this Society shall be allowed to work with a foreman who is not qualified according to this law.

41. Any member taking the position of foreman shall not cease to belong to the Society, but be considered an Honorary Member, and pay the sum of 5s. per quarter

in advance, or be fined 2s. 6d. for each non-payment. He shall not attend any meetings or take part in the business of the Society; neither shall he make any agreement with an employer that, in the event of a "turn out," would prevent him coming out with the men; and should he wish to return to the plank, he shall be at once entitled to his asking ticket, provided he has fully paid all contributions and fines recorded against him; and when he has worked and paid 13 weeks' contributions, he shall be entitled to all benefits.

#### Apprentices.

42. That every employer shall be entitled to one apprentice, provided he has employed two journeymen for at least six months continuously, prior to taking such apprentice. If employing 10 journeymen, he shall be entitled to two apprentices, the 10 journeymen to be employed in the shop at least six months continuously previous to his taking the additional apprentice.

43. Should an employer take an apprentice, the indenture shall be signed by two members of the Society, who must give notice to the Secretary within one month, or be fined

10s. 6d each, otherwise the apprentice will not be recognised. He shall be bound for a period of five years, and after the expiration of such time, will be admitted into the Society, provided he has not infringed any of its laws, the application for admission to be made by the apprentice within one month after the expiration of his apprenticeship.

44. No member of this Society will be allowed to teach an apprentice, if such member be working on weekly wages, unless permission be given by a Special Meeting. And no member on piece work will be allowed to teach such apprentice unless he be allowed £3 and three months' work; such terms to be applied to every branch. No apprentice shall be allowed to teach any other apprentice. Any journeyman binding his son in a foul shop shall be fined, £5.

45. No member of this Society shall be allowed to work beside an apprentice unless in conformity with the above rule.

### Weekly Wages.

46. That no member of this Society be allowed to work on weekly wages for less than £3 per week.

### Turns.

47. That any journeyman hatter coming to New South Wales with a recognised blank shall be entitled to an in-turn of 15s. and his asking ticket. Any member leaving New South Wales in search of employment shall be entitled to £1 out-turn.

48. If a member draws his out-turn, and does not leave N.S.W. in four days, he shall refund the money within another four days, or be fined 10s., the whole sum to be paid at the rate of 2s. 6d. per week (while in work), in addition to his regular contributions.

49. No member shall be entitled to his out-turn until he has worked and paid 30 weeks' contributions, and 30 weeks to lapse (after a member has drawn his out-turn) before he shall be allowed an in-turn.

### Charge Against Members.

50. Any member preferring a charge against another member of this Society shall have power to call a General Meeting, and not being able to substantiate the charge shall be fined 10s. 6d. No charge shall be heard after the accuser shall have had knowledge of the offence more than two weeks.

### Appeals.

51. Any member wishing to appeal to a General Meeting against the decision of the Committee, fines, &c., must lodge a written notice with the Secretary at least 3 clear days previous to the meeting.

52. Any journeyman infringing any law of this Society, and feeling aggrieved at the decision of the Committee, shall have the power to call a General Meeting by lodging the sum of 10s. 6d. in the hands of the Secretary; the money to be disposed of as the meeting may decide.

### Constable.

53. After the passing of these rules each shop shall appoint a member to act as Constable weekly; it shall be compulsory for him to attend all trade duties, and to act as short-turn for the time being. In the event of his refusing to act, he shall be fined 10s.

54. Any member seeking redress from another member occupying a shop by himself shall apply to the nearest shop Constable to accompany him, and it shall be compulsory for such Constable to attend to the

request, or be fined 5s. In case of absence at the time of demand, the shop shall stoke a member to take the Constable's place for the time being, and it shall be the duty of such member to attend the demand, or be fined in a similar amount, viz., 5s.

### Caulker.

55. In order to simplify matters relating to the caulker, the following form and rules shall be considered sufficient and binding:—  
1st. That in future it shall be compulsory for every Society shop to recognise the caulker in all trade matters. Any man hatting against the caulker, or any man hatting by another that is under the caulker, shall be fined 10s.  
2nd. That the form of the caulker shall be as follows:—If your name is A. B., a member of the Journeymen Silk Hatters' Society of New South Wales, I insist upon your doing or proving (as the case may be) before you hat. This form of caulker shall apply to any Society shop, whether the disputants are shopmates or not, or to the turn house during the conduct of business.

56. That in order as much as possible to prevent garretts, any man being knocked off shall have a right to give the man

who knocked him off the wrong insist. The parties may then settle the matter by the one or the other, or conjointly, paying 1s.; but if they cannot agree thereto, the man receiving the wrong insist shall call a garrett before he hats; should a garrett take place, the shilling for the wrong insist shall not be charged; the fine not to exceed 4s.

57. That any man brought down on a garrett pay the decision of the garrett before he hats. Should he not be satisfied with decision of the garrett, he may call a General Meeting by lodging 5s. for the same. The decision of the meeting to be final.

58. In all garretts there shall be at least three members present besides the plaintiff and defendant. In case there are not sufficient members in the shop or turn house where the caulker is given out, the requisite number shall be obtained from the Secretary's Roll Book in rotation. Any man refusing to attend a garrett when warned by the Secretary to do so, shall be fined 5s.

59. In case it should be inconvenient to hold a garrett in the shop where the disagreement takes place, such garrett shall be held at the turn house forthwith.

### Prices.

60. That there be one uniform list of prices, the same to be fixed at a General Meeting from time to time. Any work not specified in the list of prices to be regulated by the men of the shop, subject to the approval of the ensuing General Meeting.

### Funeral Donation.

61. That upon the death of any free and clear member of this Society the sum of £5 shall be paid to the widow or relation duly authorised to receive it, the amount to be paid by the Secretary and Treasurer within 48 hours after receiving notice of such death. And if the funds of the Society be less than £20, the donation shall be repaid by a levy in equal proportion upon each member of the Society.

### Alteration of Laws.

62. That these laws be not altered, amended, or rescinded unless 14 days' notice of the intention to do so shall have been given to the Secretary previous to a general or special meeting.

63. That so long as five members remain clear on the books of the Society, it shall not be dissolved. This law not to be rescinded or amended, unless six months' notice has been given to that effect at a General Meeting of members.

### Ceasing to be a Member.

64. That any member of this Society ceasing to be a member, whether by fines, arrears, expulsion, or otherwise, shall forfeit all claim to any money he may have paid to the Society.

### Remuneration of Officers.

65. President, 1s. 6d. per each attendance; Treasurer, 10s. per quarter; Secretary, £8 per annum, payable quarterly; Committeemen, 1s. per man for each attendance; Auditors, 2s. 6d. for each Auditor; Trustees, 2s. 6d. each per annum.

### Out of Work Laws.

66. The Committee shall manage all Laws in connection with out-of-work pay.

67. Any member being out of work, and unable to obtain employment, shall be entitled to out-of-work pay for ten weeks, provided he has worked and paid 52 weeks' contributions, and clear on the books at the time of application for the same.

68. Should any member be working at a business out of the trade, or get discharged through his own misconduct, or leave his shop on his own account, he shall not be entitled to out-of-work pay.

69. Any member of this Society being suspended shall be entitled to out-of-work pay subject to these laws. In the event of his resuming work at his own shop it shall not be necessary for him to be asked for.

70. Any member holding a shop, and not getting sufficient work, the shop shall have the power to declare him off on his appealing to them, and he shall be entitled to out-of-work pay, subject to out-of-work laws, the pay to commence from the time of finishing his last work.

71. Any member being entitled to out-of-work pay shall apply to the Secretary for the same, who, together with the Treasurer,

shall be empowered to pay him one pound (£1) per week, according to law, the Secretary and Treasurer to have power to withhold the same should they have any doubt. Days to be paid for.

72. Every member receiving out-of-work pay shall go on turn at every Society shop in Sydney at least once a week; failing to do so, he shall forfeit all claim on the Society for such pay, and, in addition, be fined such sum as the Committee may decide.

73. Every member on the out-of-work fund shall be supplied with a book by the Secretary, which the short-turn in every shop shall sign, to certify that he has been on-turn according to law 72. In the event of his being shopped, he shall return his book and blank to the Secretary within 48 hours, or be fined 2s. 6d.

74. When a member has received his 10 weeks' out-of-work pay he will not be entitled to receive any further pay until he has worked and paid 42 weeks' contributions; but any intermediate payments, while in work, to count as part of the 42 weeks.

75. When a member has drawn any part of his 10 weeks' out-of-work pay and, being shopped, he will be entitled to receive such balance of the 10 weeks remaining due to him if he is again discharged or suspended before having time to complete paying the 42 weeks' contributions, demanded by rule 74; but in no case will a member be entitled to more than 10 weeks' out-of-work pay in any 52 weeks, the 52 weeks to date from the day he declares himself out of work.

76. Any member drawing his out-turn going to another colony, and failing to get shopped, shall, on his return, be placed in the same position (as regards out-of-work pay due to him) as when he left. His out-of-work pay to be paid by any Society recognised by us, and the Secretary on receiving notice from such Society to remit at once.



15. When a member has drawn his  
part of his share, a receipt should be  
given to him, and he will be entitled to receive  
such balance of his share as remains  
to be drawn. It is again directed that  
such receipts should be given to the  
member before having time to complete  
drawing the share, and that the receipt  
should be given to the member, and the  
member be entitled to receive the share  
out-of-pocket, and the receipt should be  
given to the member, and the receipt  
should be given to the member.

16. Any member drawing his share  
of the share should be given a receipt  
therefor, and the receipt should be  
the same position as a receipt out-of-pocket  
due to him, as when he is out-of-pocket  
of work, and he is paid for his share  
received by him, and the receipt should  
be given to the member, and the receipt  
should be given to the member.



