

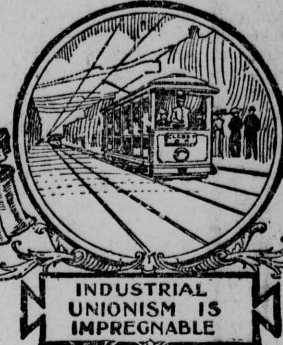
"In Everybody's Mouth"

WOOD'S NEW BREW

This Beer obtained 3 First Prizes at R.A. Show, Sydney, 12

BREWED BY
Castlemaine Brewery
AND
Wood Brothers Ltd.,
NEWCASTLE.

The Co-operator



THE UNITY OF LABOR

IS THE HOPE OF THE WORLD

WITH WHICH IS INCORPORATED "THE RAILWAY AND TRAMWAY REVIEW."

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

VOL. XII, No. 35

Business Address
See page 2

THURSDAY, AUGUST 24, 1916.

SUBSCRIPTION:
5s. per annum Post Free.

Four Pages

ONE PENNY

SAFETY FIRST! SAFETY LAST! SAFETY ALWAYS!

Apply the SAFETY FIRST motto to yourself.
Just figure to yourself how best YOU can safeguard your HEALTH, and, in addition, your POCKET.
Here's how—
SEE SPENCER NOLAN ABOUT YOUR TEETH.
Teeth play a big part in life. I have had 30 years' experience in Dentistry, and I KNOW that I can give YOU a thoroughly satisfactory job at the right figure. Here are my Fees—
Painless Extractions 2/6
Painless Fillings, from 5/-
Upper or Lower Sets, from £1 1/-
Patent Suction Sets, THREE GUINEAS.
ADVISE FREE.

AND—
REMEMBER—
You do not pay cash. I extend to "Co-operator" readers a special Easy-payment Method which cuts out the strain of paying cash. Prices are the same as cash patients pay. Will you see me?

SPENCER NOLAN, The Dentist,

"Best in the Long Run."
133 LIVERPOOL STREET (over Ainsworth's),
next SNOWS.
28 OXFORD STREET (next WINN'S), SYDNEY.



TO THOSE ABOUT TO FURNISH
Before doing so, pay a visit to
Goldsmid's Furnishing Warehouse
Terms to Suit All Classes From £1 to £500.
Payments from 1/- weekly.
Note the address—251, Oxford-street, Darlinghurst,
opposite Sacred Heart Church. Phone: 132 Paddington.

WEATHERBOARD OR BRICK COTTAGES.
TO OWNERS OF VACANT LAND.
We will erect you a home on easy terms, on a weekly rental basis. No waiting to arrange money matters.
Our terms are as cheap, if not cheaper, than rent.
LEGAL FEES ON LOWEST SCALE. CALL AND INQUIRE.
AUSTRALIAN BUILDING CO. LTD., 10 Castlereagh St., City.

I SAY RAILWAY AND TRAMWAY MEN
Secure your OILSKINS from the well known maker,
H. HUGHES, 121 Regent Street.
Just above Head Office of the Amalgamated Railway and Tramway Association.

IF YOU FAIL TO PASS THE TEST, CONSULT
YOUR OPHTHALMIC OPTICIAN
A. HINGSTON, V.O.A.,
643 GEORGE STREET
HAYMARKET.
Telephone—City 82.

UNITED INSURANCE CO., LTD.,
Head Office: Corner George and Hunter Streets, Sydney.
For FIRE, MARINE, ACCIDENT, and other CLASSES OF INSURANCE

FURNITURE

Houses Furnished completely in every
Detail.
AT REDUCED PRICES.
No Extra for Terms.
£5 worth, 10/- Deposit, 2/6 Weekly.
£10 worth, 20/- Deposit, 5/- Weekly.
£15 worth, 30/- Deposit, 7/- Weekly.
£20 worth, 40/- Deposit, 9/- Weekly.
£25 worth, 50/- Deposit, 11/- Weekly.

Terms arranged for Larger Amounts.
Double Bedsteads, complete, £45/- up.
Single Bedsteads, complete, £25/- up.
Washstands, 27". Wardrobes, with
Revelled Mirror and Underneath Drawer,
£15/- up. Bedroom Suites, £17/10/- up.
Dining Room Suites, £12/10/- up. Dining
Room Suites, in leather, from £15/10/-
up. Dining Room Suites, in Oak and Maple,
£12/10/- up. Dining Room Suites, in Oak and
Maple, from £15/10/- up. Dining Room
Suites, in Teak and Walnut, £15/10/- up.
Tables, Whittow's Cabinets, Music Can-
terburies, Carpets, Floorcloths, and all
Kitchen ware equally cheap.

C. FORSSBERG,
78 WILLIAM STREET, EAST SYDNEY.
Near Museum.

32 RECIPES
for preparing a variety of the most
delicious dishes with
JANSEN'S
Junket
TABLETS
It'll be forwarded Post Free to any
address on application to
C.O.P. BOX 577, G.P.O., SYDNEY



Doesn't it stand to reason

that you will get better Piano
value and satisfaction from a
House with over 62 years'
record of honest and success-
ful piano-selling? Buy one of

Paling's Pianos

and you will never have
cause to regret your
purchase. There's no
reason why you should
be without a piano for
a day if you take advantage of
our easy time-payments. We
shall be pleased to give you
the fullest information and to
post you free of cost illustrated
catalogue. Write for it to-night.

Paling's
338 George St., Sydney

and at
NEWCASTLE, LISHORE, &c.

TRADE UNION FINANCES

ADEQUATE DUES ARE ESSEN-
TIAL IF ADVANCES ARE TO BE
MADE AND THE GAINS OB-
TAINED IN THE PAST DE-
FENDED.

As a union advances and gains in
power and influence more money is
required for running expenses, and
that money should be freely forth-
coming on the principle that the
larger the investment the larger
will be the net returns. With labor
unions, however, that principle does
not seem to apply, at least if we
are to judge by the attitude of many
union men.

To their minds, the larger and
more influential a labor organization
becomes the lower should the run-
ning expenses be. They object to
every attempt to increase the union
fee on the assumption that such is
not really necessary, and that an
organization of, for instance, 50,000
members, can be run on the same
monetary basis as a union of 5000
or less.

EXPECT GREAT BENEFITS.

On such a basis they expect bene-
fits entirely out of proportion to
the fee charged. Some men expect
the union to be financed, elaborate
organising campaigns undertaken,
and the business of the organiza-
tion conducted on about threepence
per week contributions.

Some there are who expect much
more, but they never stop to figure
out by what means such a financial
miracle can be performed with the
resources available.

EXPENSES LARGER.

These members do not realise
that the spread of democracy and
the demands of the industrial sys-
tem of to-day have placed greater
responsibilities upon the labor unions
and exact more from them.

The unions have to meet condi-
tions that were unheard of in the
past, administration expenses are
much greater than they were in
times past, when there were no Ar-
bitration Courts.

It goes without saying, of course,
that the prime asset of a labor
union lies in a strong membership,
unitedly striving toward the end for
which they are organized, but never-
theless, without a strong treasury
to back them up and make their
influence felt, numerical power
counts for much less than it might.
Adequate finances are essential if
advances are to be made and the
gains obtained in the past defended.

In order to gain results to-day we
must put our organizations on a
sound financial basis. A labor or-
ganisation, in order to forge ahead,
must be efficiently equipped to fight
its battles; to allow it to be handi-
capped for want of funds, while
the members are enjoying the fruits
of organization in higher wages and
better working conditions, is a sui-
cidal policy. Cheapness of that
kind is in no sense economy, and is
dear in the long run.

HIGH DUES NECESSARY.

If the labor movement is to fulfil
its mission in the future, trade-
union members must revise their
attitude on the question of higher
contributions.

We must gain something of the
viewpoint of the manufacturer or
merchant who is enterprising enough
to put more money into his busi-
ness to protect what he has, and to
reach out for more. We must re-
alise that in order to receive the
full benefits of our union it is ne-
cessary for us to give as heartily
and as freely as our resources will
permit. We must adjust ourselves
to the fact that a proportion of the
large sums gained in wage increases
will have to be added to the union
treasury if we desire to retain the
advantages we have gained.

THE RAILWAY APPEALS BILL

MR. HOYLE EXPLAINS.

COUNCIL'S AMENDMENT DIS-
AGREED WITH.

In committee on Tuesday, 10th
Inst., during the consideration of
Council's amendments, Mr. Hoyle
moved: "That the Committee dis-
agree with the Legislative Coun-
cil's amendments in this bill." He
said the view taken by this Com-
mittee when the bill was previously
under consideration was that there
should be an independent chairman
of the Board, rather than a police
or stipendiary magistrate. The ques-
tion was thoroughly debated, and it
was recognised that the choice of
chairman should be as wide as pos-
sible. We want a man of sympa-
thetic views, who will not be too
closely bound by the rules of evi-
dence when dealing with appeals.
We know that there are many men
in the country who have no know-
ledge of court procedure, and when
they come before a Board of this
kind it is frequently necessary for
the evidence to be coaxed out of
them. A man who has appealed
against some departmental decision
comes before the Board in a state
of excitement, and, being unused
to court procedure, he does not
know how to put his case. He may
say something which is not admis-
sible, according to the law of evi-
dence. If he is ruled out by the
magistrate, the chances are he will
only become more confused, and
break down, and he will leave the
court more discontented than he was
before, and with an even greater
grievance. In order to make the
path as smooth as possible for rail-
way servants who appeal, we feel
that the man who takes the chair
should be one possessed of sympa-
thetic views, whose duty it will be
to find out what is in the mind of
a witness who comes before the
court. I had experience some
years ago of the manner in which
appeal cases were conducted in Vic-
toria by Mr. Speight. That gentle-
man used to go to no end of trouble
to find out what was in the mind
of the men who came before him,
and to secure that those who lodg-
ed appeals would leave the Board
thoroughly satisfied that they had
had a fair deal. We do not want
the Board which it is proposed to
appoint under this bill to be too
closely bound down by the rules of
evidence. We believe that an in-
dependent chairman would be the
proper type of man to appoint, and
I invite hon. members to disagree
to the Council's amendment in or-
der that the matter may be referred
to the Council for reconsideration.
The question was resolved in the
affirmative by 22 votes to 16.

At a further meeting, held on Sat-
urday, the 19th Inst., the decision
of the Acting Chief Commissioner
was placed before the men. It was
decided to accept the offer made by
the Acting Chief Commissioner, on the
understanding that the Award will
be gazetted in September and that
the Acting Chief Commissioner will
put no obstacle in the way of its gaz-
etaling at that time.

This means that all grades coming
under the Traffic Board will receive
retrospective rates on the gazettal
of the Award.

IN PARLIAMENT
RAILWAY EMPLOYEES.

In the Assembly on the 11th Inst.
Mr. Wade asked the Colonial Treas-
urer, (1) On what date were the
days of work per week of railway
employees reduced? (2) How many
men were affected? (3) How many
days per week did the reduction
amount to? (4) How long did the
reduction remain in force? (5)
What was the cost in wages of re-
storing the full number of working
days per week?

Answer.—I am informed:
(1) The reduction was brought in-
to force gradually between 2nd Oc-
tober and 1st December, 1914. (2)
18,749 (railway and tramway). (3)
The reduction varied from one to one
and a half days per fortnight, equal
to half to three-quarters of a day
per week. (4) The period varied

DIRT MONEY FOR BLACKSMITHS' STRIKERS

Recently the general secretary
wrote to the Department, asking
that "dirt" money be paid to black-
smiths' strikers. The Secretary for
Railways replies to the effect that
whatever "dirt money" is decided to
be paid to blacksmiths will, in ac-
cordance with the provisions of the
Iron and Shipbuilding Trades
Group, No. 16 Award, of 14th
July, 1915 (clause 5), be paid to
their strikers.

The general secretary of the "All
Grades" has been notified by the
Department that instructions have
been given for Ganger Peacock to
be paid for the usual time allowed
employees when transferred in the
interests of the Department, nam-
ely, two days.

Whatever you do, do it well!
Although the reward may be small,
All your efforts will cease to excel
Is the proudest achievement of all.
And whatever you buy, buy the best!
And successful results you'll assure,
Thus in winter time, always invest
In Woods' Great Peppermint Cure.

AN AMALGAMATED SUCCESS

RAILWAY AND TRAMWAY BOARD
No. 3 (TRAFFIC) TO BE MADE
RETROSPECTIVE.

ALL GRADES TO PARTICIPATE.

The Traffic Award (No. 3) expired
on 15.4.16 and interim claims were
lodged when the Acting Chief Com-
missioner promised to make the
rates retrospective. After some time
had elapsed the interim claims were
withdrawn owing to the fact that it
was thought that to proceed with
them would cause a delay in the gaz-
etaling of the Award proper. Upon
the interim claims being withdrawn
the Acting Chief Commissioner with-
drew his promise to make the rates
retrospective. This caused a lot of
dissatisfaction among traffic men and
the Amalgamated Association took
the matter up with the Acting Chief
Commissioner, and on 11.8.16 he re-
plied to the Association stating that
as the matter had full consideration
he could not see his way clear to
grant a further interview on the sub-
ject. A mass meeting of Amalga-
mated men was held at Bowen's
building on Saturday, August 12th,
for the purpose of discussing the
question of the delay in the issue of
the Award. After deliberation it
was decided to appoint a deputation
of three, Messrs. T. Toole, J. Hall, of
Darling Harbour, and Mr. V. G. Kay-
anagh, of the Executive. Applica-
tion was made to Mr. Fraser for an
interview and this was granted on
the 18th Inst.

The Acting Chief Commissioner's
reply to the deputation was as fol-
lows:—

"With reference to the deputation
representing your Association, which
waited upon the Deputy Chief Com-
missioner this morning, in regard to
the question of making the Govern-
ment Railway Group (No. 3 Board)
Award, when issued, retrospective
from the date of the expiration of
the old Award (16th April) I am
directed to confirm the intimation
given to the deputation by the De-
puty Chief Commissioner, that if the
Award were issued in September he
would apply it retrospectively as
from July 1st, but, should, for any
reason, its issue be delayed beyond
that month he would apply it as from
a date representing half the period
between the date of the expiration
of the old Award and the date of the
Gazettal of the new one."

At a further meeting, held on Sat-
urday, the 19th Inst., the decision
of the Acting Chief Commissioner was
placed before the men. It was de-
cided to accept the offer made by
the Acting Chief Commissioner, on the
understanding that the Award will
be gazetted in September and that
the Acting Chief Commissioner will
put no obstacle in the way of its gaz-
etaling at that time.

This means that all grades coming
under the Traffic Board will receive
retrospective rates on the gazettal
of the Award.

IN PARLIAMENT RAILWAY EMPLOYEES.

In the Assembly on the 11th Inst.
Mr. Wade asked the Colonial Treas-
urer, (1) On what date were the
days of work per week of railway
employees reduced? (2) How many
men were affected? (3) How many
days per week did the reduction
amount to? (4) How long did the
reduction remain in force? (5)
What was the cost in wages of re-
storing the full number of working
days per week?

Answer.—I am informed:
(1) The reduction was brought in-
to force gradually between 2nd Oc-
tober and 1st December, 1914. (2)
18,749 (railway and tramway). (3)
The reduction varied from one to one
and a half days per fortnight, equal
to half to three-quarters of a day
per week. (4) The period varied

ONE BIG UNION

The arrangements for the forma-
tion of the projected "One Big
Union" organisation in Sydney have
been almost completed.

It has been stated on behalf of
the committee engaged in drafting
the constitution that it had been de-
cided to hold the first congress,
which is to ratify or alter the com-
mittee's proposals, at the Trades
Hall, on September 2. In the mean-
time a manifesto would be printed
and distributed, and the various
unions will be given an opportunity
of discussing the programme and in-
structing delegates in reference to
the congress proposals. The group-
ing of unions had been completed.
It comprised seventeen groups, cov-
ering about 150 of the present
unions. Each group would be com-
posed of individuals or sections of
unions in allied trades or industries.
It was intended that the group coun-
cils would be the controlling body
in each, but each separate unit would
as far as possible, retain its identity,
or classification and possess auton-
omy in matters of purely local or in-
dividual character. The central
council, or governing body of the
whole, would be composed of dele-
gates from each group, and would
control matters of policy, operation,
and finance. It would be the final
court of appeal for all group coun-
cils, unions, or individuals. A skele-
ton constitution had been drawn up,
and the organisation of the congress
had been arranged. It is antici-
pated that a big and highly repre-
sentative gathering will be held on
September 2, and that it will
prove the "dawn of a new era" for
unionism and Labor in the Common-
wealth.

MR. DOOLEY ON CAPITAL AND LABOR

"It was diff'rent when I was a
young man, Hinlissy. Capital was
like a father to labor, givin' it its
board an' lodgin'. In them golden
days a wurrukin' man was an honest
artisan. That's what he was proud
to be called. Th' week before Ilicion
he had his pitcher in the funny
papers. He had his arm around
capital—a rosy, bivalent ol' guy
with a plug hat and eyeglasses. They
was goin' to the polls together to
vote for simple ol' capital."

"In return f'r fidelity he got a
turkey ivry year. At Christmas time
capital gathered his happy family
around him, and in the pricence iv
the ladies iv the neighbourhood gave
them a short oration. 'Me brave
lads,' says he, 'we've had a good
year. (Cheers.) I have made a millun
profit. (Sensation.) Ye have done
so well that we don't need so many.
(Long and continuous cheerin'.)
Those who can do two min's wurruk
will remain an', if possible, do four.
The other faithful sarvints,' says he,
'can come back in the spring, if
alive,' he says. An' th' bold artisans
tossed their paper cups in th' air an'
gave three cheers f'r capital. They
wurruked till ol' age crept on thim,
an' thir retired to live on th' wish-
bones and kind wurruks they had ac-
cumulated."

from five to twelve months accord-
ing to circumstances. (5) £240,196
per annum.

AGE LIMIT.

"On the same day Mr. Cochran asked
the Colonial Treasurer, (1) What
is the age limit for the employ-
ment of applicants for positions
of artisans and labourers in the Rail-
way Service? (2) Will he take steps
to remove such an absurd regula-
tion?

Answer.—I am informed:
For permanent employment the
limit is 40 years, but men are at pre-
sent being taken on over that age
for temporary work as required.

Xmas in France

Remember your Soldier
son, brother or sweetheart.

Brighten his Christmas
by sending him one of
Orchard's reliable Active
Service Watches,
20/-, 30/-, 40/-, 50/-, 60/-,
80/-



NO EXTRA CHARGE FOR ILLUMINATED
DIALS.

R. B. ORCHARD, LTD.

"THE WRISTLET WATCH HOUSE"

Orchard's Corner, RAILWAY SQUARE, SYDNEY

When you are Packing Xmas Boxes



For the Boys
somewhere on
the other side

Send them things that will be of
use to them. Say—Cake, Plum Pudd-
ing, Tobacco, Pipes, Cigarettes,
Coffee and Milk, Chocolate and Milk,
Chocolate—a tin each of—

"REX"
Ham Pate
Luncheon Cheese
Veal and Tongue
Pate

Of course you can make up a box
according to your own ideas, but
the above are lines the "Boys" like
best. We especially recommend Rex
Ham Pate, Rex Luncheon Cheese,
and Rex Veal and Tongue Pate be-
cause they are nour-
ishing, appetizing and afford the
maximum of food value for a mini-
mum of bulk. Rex Luncheon Cheese
in particular is a fighting man's
food that will keep in good condi-
tion for a reasonable time after be-
ing opened.

You can buy them at
Your Grocer's,
Order
them to-day.

Insist on getting
"REX" Brand
always.

Foggitt, Jones & Co., Ltd.,
CURERS OF "REX" HAMS & BACON.
PACKERS OF "REX" PURE FOOD PRODUCTS.



THE LIVING WAGE.

INDUSTRIAL COURT PRO-
NOUNCEMENT.

£2 15s. 6d. PER WEEK.

On Friday last judgment was delivered by Judge Heydon, in the Industrial Court, on the question of the living wage. It will be remembered that the minimum wage was fixed at £2 12s 6d in December last. The present judgment is the result of an inquiry by the Court into the cost of living, and its relation to wages.

In making the pronouncement, Judge Heydon followed on the line of reasoning adopted by Mr. Justice Powers before the Commonwealth Arbitration Court in March last, and which was later adopted by Mr. Knibbs in one of his reports, namely, that in times like the present, people cannot expect to consume exactly the same kinds, and as much value of food, clothing, housing, amusements, and other wants, as in a time of such overflowing prosperity as was the first half of 1914. The war, he said, in effect, must be considered as a factor that emphasises the need for economy, save for war purposes.

PAPER MONEY.

He then goes on to comment upon the withdrawal of gold from circulation, and the large issue of paper money in its place, which, to the Commonwealth Government was equivalent to a loan without interest. This might be the cause, or partial cause, of the increased cost of living, and if so, it was questionable whether it was wise to add it to the wage rate. "It would be a war tax, and should not every man pay his own war tax?"

THE EFFECT OF SLOWING DOWN

His Honor, continuing, said that another cause of increase in the cost of living was alleged to be the slowing down methods of the workers. This system increased the cost of production. The slow worker was simply taking his fellow citizens, and himself into the bargain, not in order that he might have more to spend, but that he might be a lazy thief.

THE CASE OF THE RAILWAYS.

This was easily proved by the case of the Railways, as to which the Acting-Chief Commissioner definitely stated that slow work had increased his expenses. The community had to bear these increased expenses, and several circumstances suggested that the present cost of living was, in fact, partly due to this cause. One was the direct evidence of the Chief Commissioner; another was the deliberate slowing-off by a number of munition-workers, who had to be discharged therefor by a Commonwealth Minister, and were only restored on their undertaking to return to honest ways. Another cause was the fact that we had had in our midst for some time a school of propagandists of what was called "sabotage," of the success of whose efforts the foregoing cases were evidence. Now, it was extremely improbable that these cases stand alone. In both of them the slow workers were in the service of the public itself. In one case they were employed by the Labour Government of the Commonwealth to fight the Germans by making munitions. In the other they were employed by the Labour Government of the State to carry the persons and goods of their fellow citizens. Yet in one case they were traitors enough to help the enemy, and in both they were dishonest enough to taking a full day's wage for half a day's work. What chance was there then that they had not done the same to the private employer. The employers had complained for a long time that slow work was increasing the public service had now confirmed them.

"MAD DREAMS."

The purpose of "sabotage" was said to be to drive the employer out of the field, so that the public might have the industry to itself. Well, in the case of the Commonwealth and State undertakings, the private employer had been driven out of the field and the public had got the field, to itself. Suppose the munition-workers had been entirely successful, and had compelled the Commonwealth to stop making munitions, or suppose the railway workers to be successful, and to compel the State to stop running any trains. How would this help the authors of these catastrophes? They would simply lose their work, and their only hope would be that the hated private capitalist might take up what they had driven the State away from. The very contemplation of these extremes showed how mad were the dreams of the saboteurs. But far short of this they could do infinite mischief. The war had shown clearly that the liberty of nations depended upon their conduct in time of peace. Only for the enormous accumulated wealth of Great Britain it seemed possible that victory for the Allies would be hopeless. Even as it was, if her manual workers had not had the patriotism to give up their rules for limiting production—and to work like the Germans—it was more than questionable whether the war could be carried on. Suppose peace were made, and

the workers of Great Britain relaxed to their former pace, while the Germans continued at their former pace, the production of the wealth of Germany, and its consequent accumulation must ere long overtake and pass that of Great Britain. Then would our Empire and Australia as part of it, go down under the German hoof, and to secure some years of easy laziness we should have sacrificed our race and country.

INDOLENCE AND INEFFICIENCY.

The vain dream that a nation governed by class hatred and yielding to indolence and inefficiency can, in the long run, hold its own against competitors developing their energy to the utmost would be exposed—but too late to save us. To such prospects as these the preachers of "sabotage" seemed to be utterly indifferent. Conscience, country, and God appeared all alike repugnant to them. The real parents of such doctrines—as stupid as they were abominable—seemed to be hatred, envy, fraud, and laziness; feelings directly opposite to the manly and upright instincts which mankind had in all ages admired. If it was, indeed, the case that these practices had grown amongst us, and as they certainly would do, had increased the cost of living, ought the Court to grant a higher wage to meet an increase so caused? To their Honors it seemed clear that it ought not. Certainly, in the case of the man or body of men seeking for higher wages, and convicted of slow working, they did not see how they could possibly increase the wages. The question would rather be: By how much should the wage be reduced? If a slow worker was to get higher wages, then logically the slower he worked the more he ought to get till we reached the Domain "dossier," who, as the smallest producer, should be kept in the lap of luxury. But even as to the workers at large, if it appeared that a practice had permeated their ranks, which went to make them thieves and parasites, upon their fellows, ought not that to have weight with the Court when it was considering a general question such as that of the living wage?

CHARGE NOT PROVED.

They thought that unquestionably it ought, but they were not going to hold that such a case had been proved. The Court intended to presume that the great majority of workers would feel too ashamed to do bad work or slow work deliberately, until the contrary appeared too plainly for the Court to resist it. The responsibility of a union did not in such a matter end with its own members. The unions at large could, if they chose to take action, stamp out the evil more effectually than could anyone else. At present, if an employer were to dismiss slow working unionists for notorious slow work, and were to take on in their place non-unionists who would work fairly, he would run a great risk of having to meet a combination of all the unions, however honest their members might be, to compel him to take on again the slow workers.

STRIKES.

Another point that suggested itself was whether extensive violations of the law through strikes should be considered. Strikes were "slow work" carried to its extreme, and, although they had not the "despicable and fraudulent character of "slow work," they destroyed wealth, increased expenses, and injured every class in the community. Could a class who had, by illegal acts, increased the cost of living to the whole community, fairly ask to have that increase refunded to itself in a higher rate of wage, and so still further increase the cost to everybody else? Strikes had been more common in this State than in any of the others, and whether, as a consequence or a coincidence, the value of the sovereign was decidedly less in this State than in any of the others.

ONE CENTRAL FACT—THE WAR.

The main circumstance for consideration was that we were at war. The Court had determined to admit that fact alone as a modifying circumstance, setting aside the questions of paper money, slow work, and strikes. The Court had repeatedly said that the war, in all its portentous magnitude, could not be disregarded by it in considering at what the living wage could or should be fixed. "Living wage" could not be defined in terms which made it inelastic. Such seducing words as "fair" and "reasonable" were essentially relative, and introduced existing circumstances into the problem.

LIVING WAGE DEPENDS UPON STANDARD OF LIVING.

The living wage depended, necessarily, upon the standard, and nothing could be more elastic than that. All must bear a share of the burden of war, but the lowest wage-earner should bear the lightest. Where should the line of compromise be drawn? The value of the sovereign was still contracting, and economies and readjustments could not entirely bridge the gap. The conclusion to which the Court had been finally led was that for future awards the minimum wage should be 1s 1 7/8d per hour, or 9s 3d a day, or £2 15s 6d per week. The method of calculation adopted by Mr. Justice Higgins in July of last year would show a lesser wage by

about 3d a day. As to existing awards, it was not the custom to re-open them. When the time came, if it ever did, for present prices to fall, and the living wage to be perhaps reduced, it would be inconvenient to have a rule under which employers could automatically reduce wages in all then existing awards. Stability in all existing conditions was a great advantage which we should try to secure. Our awards were for three years, and the living wage of £2 12s 6d of December last, was made applicable only to future awards. The Court had decided that on this occasion, however, the existing awards should be re-opened to allow all adult male wages which were below 1s 1 7/8d per hour, or 9s a day, or £2 14s a week, to be brought up to that amount. This must be regarded as a special exception.

BRANCH MEETINGS

SINGLETON.

A meeting of this branch was held on the 12th inst., when there was a very large attendance of members. The secretary was absent.

It was resolved to instruct the secretary to write to Mr. Godfrey re W. T. Kierney's clearance.

Messrs. J. Harris and C. Shepherd were admitted as members.

It was resolved to write to head office and thank the general secretary for his energy and perseverance in obtaining an increase of pay for per. war men.

It was resolved to contribute ten shillings out of the branch funds to the Tienery benefit fund.

The branch resolved to fall in with the Sawmills Employees' Union for a social evening. All present formed themselves into a committee, with power to add, to meet the Sawmills committee, and make final arrangements.

PENRITH No. 1.

The monthly meeting of this branch was held at the Manchester Unity Hall, Penrith, on Sunday, 13th inst. Mr. M. Cherry (branch chairman) in the chair.

There was only a small attendance.

Regarding the Eight-hour Demonstration and the "All Grades" display, it was decided that the matter of taking part in the demonstration be held over until next meeting.

A letter from H.O. was read, explaining the discrepancy in the amount paid by the branch appearing in the balance-sheet for the half year ending June 30. The reply was received as satisfactory.

From Mt. Victoria branch the sum of 16s, and from Muswellbrook the sum of 14s was received on behalf of the Tienery benefit. The branch secretary informed the meeting that £37 19s had been collected to date.

A letter was read from the Bathurst branch on the subject of brick-arch builders. The branch secretary informed the meeting that he had sent the necessary information.

A letter from H.O. was read re Mrs. S. Breeze giving evidence on behalf of women gatekeepers. The branch secretary informed the meeting that he had sent the necessary forms along to Mrs. Breeze to be filled in.

A communication was received from H.O. re the elevator attendants at Penrith submitting claims, and the meeting instructed the branch secretary to inform head office that there was only one employee classified as an elevator attendant, and that he was a non-unionist, and that the branch does not feel disposed to ask him to furnish claims.

On the motion of W. R. Bailey, seconded by C. Clissold, the following were accepted as new members: T. Rolston, O. Cornell and Mrs. S. Breeze. The transfers of Messrs. Gregg and Haynes were accepted, on the motion of Messrs. Delahanty and Williams.

Mr. F. Williams reported in connection with the deputation to Mr. Love, S.S. Inspector, re erecting wash-up trough, etc. The report was received as satisfactory.

Mr. M. Delahanty reported having attended the annual picnic and meetings on behalf of the branch. The best thanks of the branch were awarded to Mr. Delahanty.

On the motion of W. R. Bailey, seconded by M. Delahanty, it was resolved that the branch ask for the co-operation of other branches in urging the executive, when submitting claims before wages boards, to make stringent efforts to obtain extra pay for employees working night duty.

The branch secretary drew the attention of the meeting to the fact that one of their members, Private E. J. Hope, had been posted missing for the past month. The members present expressed their heart-felt sympathy with the relatives and friends of Private Hope.

WHEN IN NYNANG, GO TO GILLESPIES.

RAILWAY HAIRDRESSING SALOON,

PANJEE STREET, NYNANG.

FIRST CLASS HANDS.

N.S.W. GOVERNMENT RAILWAYS
SUPERANNUATION ACCOUNT
ANNUAL REPORT

A copy of the report of the Superannuation Board for the year ending June 30th, has reached this office.

The report states that the term of five years, for which Mr. Perkins, Mr. A. Warden and Mr. D. C. Simpson were appointed by the Governor expired in October last, when these members were re-appointed for a further term of five years. Mention is also made of the resignation of Mr. J. H. Catts, M.H.R., and the election of Mr. D. M. Clyne to fill the vacancy, also of the fact that the Board placed on record its appreciation of the services rendered by Mr. Catts.

Summarising the balance sheet and statement of receipts and expenditure the report points out that contributions to the account, from members, amounted for the twelve months ended on June 30th last, to £66,674 6s 7d, which with the balance brought forward, together with other payments, made the total receipts for the year £113,156 18s 6d. The disbursements amounted to £82,963 13s 5d for pensions, gratuities, etc., and £2,461 18s 3d for life insurance premiums, leaving a cash balance of £27,731 6s 11d. The net amount of life insurance premiums paid since October 1st, 1910, is £14,946 6s 6d, which is recoverable, with interest, upon maturity of the policies. The assets, therefore, represent £42,677 13s 6d.

SUPERANNUATION ALLOWANCES.

The superannuation allowances paid amounted to £76,884 11s 5d. The annual superannuation allowances authorised by the Board are shown in an Appendix (No. 1), wherein it is shown that 159 officers were retired over 60 years of age, totalling £11,695 16s per annum, and 63 officers were retired under 60 years of age, totalling £3,887 9s per annum. The total officers retired, 222, with pensions amounting to £15,583 5s per annum.

The total number of officers retired from the inception of the fund to the 30th June, 1916, was 1,457, with pensions aggregating £97,695 4s per annum, of whom 224 have died, whose pensions amounted to £13,968 15s per annum; six, whose pensions amounted to £233 6s have been re-employed by the Chief Commissioner, and two pensions, amounting to £14, have been written-off the books, leaving a net total of pensions in force at 30th June, 1,225, aggregating £83,479 3s per annum.

REFUNDS.

Refunds of deductions amounting to £1,469 1s 5d were paid to the widows or personal representatives of officers who died whilst in the service. Refunds of deductions amounting to £413 8s 8d were paid to officers who voluntarily retired after service for fifteen years or longer. Officers dismissed for misconduct were allowed refunds amounting to £1,055 2s 2d. To the representatives of six pensioners who died whilst in the service, there was paid a sum of £33 6s 10d being the difference between the amount of pension actually received and the amount of contributions to the Fund.

GRATUITIES.

Gratuities amounting to £1,536 5s 3d were paid under Section 116, on account of officers incapacitated through bodily injuries received in the course of duty; £916 17s 2d to officers retired under Section 117 (a); and £41 2s 4d to officers dismissed with under Section 117 (b).

INSURANCE POLICIES MATURED OR SURRENDERED.

A sum of £336 5s 11d, representing gross proceeds of insurance policies matured by death, or attainment of age of the assured, was collected from the insurance companies on policies transferred to the chairman. Of this amount £280 17s 6d was paid to the personal representatives of the assured, and £51 2s 7d premiums paid by the Board, together with £4 5s 10d interest, was credited to the account.

LIFE INSURANCE PREMIUMS.

The amount paid for premiums on insurance policies transferred to the chairman, was £2,461 18s 2d, which, added to the amount paid in previous years, makes the total premiums paid £15,229 6s 7d; of this sum, however, £276 7s 4d (plus £13 19s 8d interest) has been recovered on account of policies matured, surrendered, or withdrawn by officers that left the service, and £16 12s 9d has been written-off on account of premiums paid on policies of officers that left the service prior to legal transfer, and policies lapsed, leaving a balance of £14,946 6s 6d outstanding, which is recoverable with interest at 3 1/2 per cent. upon maturity of the policies.

Of the 963 policies which were transferred to the chairman of the board, nineteen have matured (sixteen by death and three by attainment of age), thirteen have been transferred to the assured that have left the service, and three have been surrendered at the requests of the assured that left the service, and were paid the net proceeds of the policies. The number of policies now remaining is 928.

MEMBERSHIP.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

TRAMWAY NEWS.

DOWLING-STREET DOINGS

(By "Em.")

Mr. W. Stewart, of the Workmen's Educational Association, paid a visit to Dowling-street depot on Tuesday last, with the object of forming a class of that institution. The speaker was briefly introduced by Dr. Mooney, and he gave a very able address, dealing with the formation of the Association, and its benefits to the working class, at some length. After answering all questions that were put to him, some members expressed their desire to form a class. The matter was left in the hands of Mr. H. Tester (gardener, of Dowling-street depot), who will give all that are desirous of becoming members any information with reference to same.

A rumor has been in circulation that Mr. Heydon, driver of Dowling-street depot, when giving evidence at the No. 3 Traffic Wages Board, stated that tramway men did not want any increase in pay, and gave as his reasons for so saying that the men concerned have always given generously to all patriotic funds, etc. The writer has made inquiries and can positively state that Mr. Heydon did not give any evidence as regards wages; he simply gave evidence as regards rosters and the working of same.

ORGANISING THE TRAMWAYMEN

MR. THOMAS AT RUSHCUTTERS BAY.

(Contributed.)

One of the best meetings ever held at Rushcutters Bay depot took place on Friday morning last. A large room, situated opposite the depot, was engaged for the occasion.

The speakers were Mr. Thomas, from Darling Harbour, and Denford, from Tempe depot. Mr. Buckley occupied the chair.

Mr. Thomas delivered a soul-stirring address on the progress of the Amalgamated, and the necessity for One Big Service Union, and was given a splendid hearing.

He said that he was one among many others that had volunteered to visit the tramway depots, and propagate the One Big Union movement in the service. He was helping to lay down one more stone in the great foundation wall of One Big Railway and Tramway Union, so that when they asked the Commissioner for anything they would be in a position to see that they got it.

Mr. Thomas related how, in the Sydney Tramways, about 200 in number, held a meeting in two sections (night and day shifts) on Thursday last, when grievances arising out of the abnormal employment of casual hands were discussed, and it was decided to approach the executive of the Amalgamated Railway and Tramway Association, with a view to obtaining concerted action.

The general secretary of the "All Grades," commenting on the subject, said there were at present three times the normal number of casual conductors in the service. This position had arisen because the Department had not been promoting to the permanent staff the usual number of casual men, giving as a reason that places were being kept open for permanent men now on active service. He was of opinion that the margin allowed for this purpose was greater than was necessary. In the meantime, men had been in the casual grade in some cases for over three years, whereas at the normal rate of promotion they would have been advanced in twelve or eighteen months. Not only was their employment from week to week insecure, and their treatment with regard to shift-times less congenial than that of permanent hands, but being kept on the foot-board, long after they would normally have been put on to driving, meant that they were kept on the lowest grade of pay. Finally, the men were becoming impatient to hear the finding of the wages board, which had been sitting intermittently for some months, and their discontent was accentuated by the fact that other branches of the Railway and Tramway service had obtained increases, in the case of the grain elevator men from 9s 6d to 10s 8d per day; and in the case of the railway assemblers, from 9s 4d to 10s 6d.

and Tramway Union. Tramwaymen should be eager to get under so powerful a banner as that of the railway industry, which was practically the life blood of the capitalist system. With one railway and tramway union, a new realization would dawn on the workers. Referring to a few men that had gone back into the Tramway Union, Mr. Denford said that he had ascertained how many of them had joined the Amalgamated, and was surprised to learn that only seven were members. Referring to the Tramway Union officials' statement that only 800 had joined the Amalgamated, Mr. Denford gave that an emphatic denial. He had learned that nearly 1400 had joined and every pay they were getting from 50 to 60 new members. There had been no resignations from the Amalgamated during the last two months. On the other hand 90 per cent. of those now remaining in the Tramway Union were very undecided as to which union they should join. "When we are properly organised," said Mr. Denford, "politicians will be at our feet." They would be able to control any Government by the power of their organisation.

Although the chairman appealed for questions, none were asked.

SUNDAY'S MEETING

CONSCRIPTION OPPOSED.

Mr. A. W. Buckley, "All Grades" organiser, supplies the following report:—

The usual largely-attended meeting of members was held last Sunday at Bowens' Buildings, when a lengthy discussion took place on the question of conscription. Ultimately the two following resolutions were carried unanimously:—

"That it is in the best interests of the working-classes of Australia that the P.L.L., I.W.W., Socialist Party, and all working-class organisations should unite their forces against any form of conscription of life and blood in Australia."

"That this meeting pledges itself to support a general strike, or the adoption of any other means, to prevent conscription being declared in Australia."

It was also decided to write to the above organisations, and other labour unions, with a view of holding a conference of empowered delegates to consider the conscription question.

CASUALS IN THE TRAMWAY SERVICE.

The casual conductors in the Sydney Tramways, about 200 in number, held a meeting in two sections (night and day shifts) on Thursday last, when grievances arising out of the abnormal employment of casual hands were discussed, and it was decided to approach the executive of the Amalgamated Railway and Tramway Association, with a view to obtaining concerted action.

The general secretary of the "All Grades," commenting on the subject, said there were at present three times the normal number of casual conductors in the service. This position had arisen because the Department had not been promoting to the permanent staff the usual number of casual men, giving as a reason that places were being kept open for permanent men now on active service. He was of opinion that the margin allowed for this purpose was greater than was necessary. In the meantime, men had been in the casual grade in some cases for over three years, whereas at the normal rate of promotion they would have been advanced in twelve or eighteen months. Not only was their employment from week to week insecure, and their treatment with regard to shift-times less congenial than that of permanent hands, but being kept on the foot-board, long after they would normally have been put on to driving, meant that they were kept on the lowest grade of pay. Finally, the men were becoming impatient to hear the finding of the wages board, which had been sitting intermittently for some months, and their discontent was accentuated by the fact that other branches of the Railway and Tramway service had obtained increases, in the case of the grain elevator men from 9s 6d to 10s 8d per day; and in the case of the railway assemblers, from 9s 4d to 10s 6d.

Mr. Denford said that he was never better pleased than at that very moment. He had given his services voluntarily, and had journeyed all the way from Tempe, and was pleased to be able to address such a large body of his fellow-workers. He was also pleased to see so many of the members of the Amalgamated present, because it proved the One Big Service Union was growing stronger every day. There were many matters of deep interest to one and all to be considered. The Department was endeavouring to squash the Amalgamated. Though the Department might not like it, it could not sack anybody for joining the Amalgamated. If every man carried out the rules of the department, there would not be any need for trouble. He had never said that the Tramway Union was being paid by the department; but he had said that the department had allowed the Tramway Union to hold meetings on the depot, and would not allow the same privilege to the Amalgamated. Though the Tramway Union was allowed to canvass new members coming into the Service, a permit had not been granted, on the same grounds, and for the same purpose, to the Amalgamated. The department was not afraid of their power to-day, but was afraid of the power that would shortly belong to the One Railway

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,647 as compared with October, 1910, at the commencement of the fund.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,647 as compared with October, 1910, at the commencement of the fund.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,647 as compared with October, 1910, at the commencement of the fund.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,647 as compared with October, 1910, at the commencement of the fund.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,647 as compared with October, 1910, at the commencement of the fund.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,647 as compared with October, 1910, at the commencement of the fund.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,647 as compared with October, 1910, at the commencement of the fund.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,647 as compared with October, 1910, at the commencement of the fund.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,647 as compared with October, 1910, at the commencement of the fund.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,647 as compared with October, 1910, at the commencement of the fund.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,647 as compared with October, 1910, at the commencement of the fund.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,647 as compared with October, 1910, at the commencement of the fund.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,647 as compared with October, 1910, at the commencement of the fund.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,647 as compared with October, 1910, at the commencement of the fund.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,647 as compared with October, 1910, at the commencement of the fund.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,647 as compared with October, 1910, at the commencement of the fund.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,647 as compared with October, 1910, at the commencement of the fund.

At the end of June the total number of contributors to the fund was 29,187 (2485 of whom are serving

with the Expeditionary Forces), an increase of 18s 4s compared with June, 1915, and 10,64

THE CO-OPERATOR.

PUBLISHED WEEKLY.

TERMS TO SUBSCRIBERS, within the Commonwealth (In Advance Only).

HALF-YEARLY - - - - 2s. 6d. postd.
YEARLY - - - - - 5s. postd.

EDITORIAL MATTER.

It must be distinctly understood that "The Co-operator," Ltd., is alone responsible for all editorial matter appearing in this issue.

ARTICLES AND CONTRIBUTIONS.

Space will be given for contributions and articles dealing with any 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.

Whilst 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.

AGENTS WANTED.

We want agents at all depots, workshops and country centres, who will be paid for their services.

Printed and Published by A. A. Catts, for "The Co-operator," Ltd., 431a Kent Street, Sydney, N.S.W.

THURSDAY, AUGUST 24, 1916.

THE LIVING WAGE JUDGMENT.

The pronouncement of the Industrial Court on the question of the living wage makes interesting reading for the wage earner. The judgment was delivered in the form of a homily upon the shortcomings—or imagined shortcomings—of the workers of New South Wales, and the impression that remains after reading it is that the wage earners of this State are a set of ignorant wasters whose one aim in life is to obtain something for nothing. The judges of the court apparently set out to discover the cause of the rapid increase in the cost of living, which is operating to almost precisely the same extent in each of the belligerent countries of the world, as well as in neutral countries contiguous to the theatre of war. In this attempt it is sought to fasten the responsibility upon the wage earners themselves rather than to attribute the rise in prices to outside influences over which they have no control, for, although towards the end of the judgment there is to be found a tardy admission that the numerous charges set down against the wage earners are not capable of proof, the major part of the long argument is comprised of denunciations against the workers for acting in such a manner as to materially assist in increasing the cost of production. The pronouncement is satisfactory to the extent that it increases the living wage from £2 12s 6d to £2 15s 6d per week. In most other respects it is of no more value than a leading article in a story newspaper, or a sermon by a fashionable parson that desires to appease the consciences of his patrons by glozing over their sins and denouncing the shortcomings of the common people. One might be pardoned for assuming that in an inquiry into the reason for the unprecedented increase in the cost of living every possible effort would be made to discover the fundamental causes of such phenomena. The pronouncement bears on the face of it no indication of any attempt at thorough investigation. A weak attempt is made to suggest that one factor in the process of rising prices is the increased issue of paper money and the withdrawal of gold from circulation, a suggestion that is scouted even by the Tory "Herald," which as might be expected, thoroughly agrees with those parts of the judgment that reflect upon the honesty of the wage earners. By far the greater portion of the pronouncement is devoted to subjects such as "slowing down," "sabotage," and "strikes," which are first of all suggested to be factors in the production of high prices and afterwards set aside—reluctantly it seems—as not proven. "The main circumstances for consideration was that we were at war (says the court). The court had determined to admit that fact alone as a modifying circumstance, setting aside the questions of paper money, slow work and strikes." The peculiarity of the judgment lies in this fact: that while the war is admitted to be the one reason sufficient for the increase in prices, and for raising the minimum wage, no attempt is made to produce evidence to show in what manner the war has operated to bring about such a result; and that, on the other hand, an exhaustive effort is made to elaborate causes—"slowing down," "sabotage," "strikes" and the like—which are admitted to be unprovable assumptions. And not a word is mentioned about the increased profits that have been raked in by corporations and individuals as a direct result of the war.

It appears, however, that the judgment laid down by Mr. Justice Powers before the Commonwealth Arbitration Court early in the year was kept clearly in view by the Court. This line of argument was amplified by Mr. Knibbs in one of his statistical bulletins and has been commented upon in this column; it amounts to this, that when prices rise to a point at which production cannot bear the burden of increased wages the only alternative for the wage earner is to lower his

standard of living. To this theory the court gives its assent without question, evidently regarding it as a legitimate reason for refusing to increase the minimum wage to a figure that would bear the same relationship to prices that it did in pre war times. It seems to the "Co-operator" that the judgment magnifies unnecessarily the importance of the "slow-down" movement; that these subjects occupy a position in the pronouncement out of proportion to the actual influences they exert in the community, and that in giving them this prominence the Court is unjust to the rank and file of the wage earners of this State, who, in the bulk, are not so far lost to a sense of self-respect as to accept as debasing precepts of the I.W.W. The average man, whatever his faults and weaknesses may be, possesses a moral sense, an intuitive faculty, that reveals to him a knowledge as to whether any course of action prescribed by another is, for him, right or wrong. There are few sane, healthy men that could carry out the I.W.W. injunction to "conscientiously, systematically and deliberately slow down on the job" without feeling that they were acting the part of a cowardly sneak. Sabotage in its virulent form—if we are to judge by the utterances of its Sydney exponents—is a disease, a mental and moral distemper that warps the minds of those afflicted with it and subverts their moral outlook. Its ethics contradict the accumulated wisdom of the ages, for, as someone has said, it raises personal vindictiveness to the height of a principle. To adopt such a principle as a guide to conduct is to jettison the moral codes that have been laboriously built up during the ascent of man from the anthropoid ape to the thinking, reasoning being that he is today; it involves a reversion to a state of thought that must have prevailed in the dim and distant past, when benevolence was but a potential faculty and every man regarded every stranger as a mortal enemy. The "Co-operator" does not believe that the wage earners of this State have been infected to any appreciable extent with the virus of sabotage, and it has faith enough in Australian human nature to believe that such vindictive and immoral doctrines will not find ready acceptance at the hands of the workers of this country. The objective of the Labor movement is a Co-operative Commonwealth in which there will be no room for loafers, and therefore the movement cannot identify itself with a system of philosophy which places systematic loafing in the forefront of all the virtues.

There is, however, another aspect of the question that deserves mention. If we are to include under the heading of slowing-down or sabotage the dilatoriness of employers, to grant improved conditions to the workers, the last mentioned have some justification—or at any rate it appears to them as if they had—for using the same weapon in retaliation. The rule must work both ways, or it is a poor one. This reasoning applies especially to the railways and tramways in which enterprise the governing head has the power to accelerate the granting of reforms, and to increase wages and to improve conditions, but who, in the past has not shown any desire to do any of these things, but instead has "systematically, consciously and deliberately slowed down on the job." Whatever reforms, increases privileges, improvements in conditions have been granted to the men in the service have been obtained at the expense of the men themselves and after infinite labor and trouble. If in such circumstances the employees succumb more readily to the corrupt influences of the saboteur the employer is to blame. One wrong does not, and can never, justify another, but there is less excuse for the exercise of such methods by the employer than there is for his employees. The "Co-operator" is of the opinion that if the employer will ex-

THE BOARDS.

No. 2 BOARD.

On Wednesday last the members of No. 2 Board and the general secretary spent the day in making inspections at Eveleigh. It is expected that the board will make an inspection at H.S.P. to-day (Thursday), and afterwards visit Port Waratah and Hamilton. Probably the board will sit again on Wednesday next.

WITNESSES FOR NO. 3 BOARD.

Although a large number of witnesses have been examined before No. 3 Traffic Board, more evidence is required. Many witnesses labor under the impression that the board will listen to purposeless general statements, but that is not so, as the chairman bound them down to specific statements.

Evidence is required to support:

—Cases of being rostered blank for two or more days; facts in support of the following: Extra time allowance before train starts, and prior to signing off; time allowances signing on after a break in a broken shift; for 15 minutes time allowance for guard travelling passenger and 15 minutes for signing off after travelling passenger; guards away from their home station for 24 hours shall be booked off upon arrival back at home station; to support increases in expenses—particularly for juniors away from home; to support claims for two weeks' notice when a married employee is transferred; to support claims for 2s 6d cost of food, when booked up and cancelled at short notice; showing that when porters have been relieving gatekeepers they have worked gatekeepers' hours—12 a day; cases where employees have been put relieving in a lower grade, and have had their pay reduced; where employees have been appointed to higher grade and have not been transferred to the grade until some time afterwards; where employees have been acting in a higher grade for months, and not appointed to such higher grade; to support claim that employees notified for duty and told afterwards not to sign on, shall be paid half a day's pay; cases of hardship through being called to work on day off; facts to support claim for two weeks' notice of holidays; complaints relative to the present system of promotion; generally any relative facts that will support the claim.

It must be emphasised that facts and specific cases are required, not general statements, and vague complaints.

The board has made, and is making, a series of inspections; to do away with the necessity of much oral evidence; consequently descriptions and explanations of the work done will not be permitted. Members that are in possession of facts, such as those outlined, should forward particulars at once, because the board will soon conclude its sittings.

No. 3 BOARD.

Evidence was continued before No. 3 Board last week when R. H. Todd, suburban passenger guard, said, in reply to Mr. C. Thompson, that he had had thirty-five years service and was receiving 10s 6d per day. He had read the transcript of the evidence that he gave before the last Wages Board. The work had increased since then. The stabling of trains had been added to his duties. He would say that the work had increased fifty per cent. Witness produced samples of guards' journals, train loading reports, drivers' sheets and other documents.

Cross-examined by Mr. Cargill the witness said that he was called upon to stable trains four nights per week at Sutherland. He had been a guard for twenty-seven years.

To the chairman: The wages were not high enough in view of the increase in the cost of living. His work was similar to that done by other suburban guards getting the same wages. He worked a regular shift and had a regular day off every week.

The evidence given by this witness before the last Wages Board was put in. In it he said that he had worked harder since being on the suburban line than he had to exercise the same amount of energy in seeking to meet out fair treatment to his employees as he does in condemning the slow down danger he will find that the ghost will be laid to rest and the men will do a fair thing by him.

PRICE IS AFFECTED BY

Cost, Expenses, Profit.

My Goods cost only the same as the big man's.

My expenses are only about one-tenth.

My profit is reasonable.

Result: The same Goods at a much smaller price.

'Fred Slices Prices.'

FRED MIDDLETON,
767 GEORGE STREET, SYDNEY

do on the main line. His responsibilities were similar to what they were in the country, but there was more to contend with now. He did not work up to 12.35 a.m. That was the latest that he signed off. If there was any difference he would say that night working was a little more responsible than day working, because of the class of people that travelled at night—they were usually not so good to get in and out of the trains as those that travelled in the day time, besides, one could not get a clear vision of the whole of one's train at night, and therefore, one has to run along to see that everyone was inside the cars. He did a lot of his night trains on the Bankstown line. He had been a suburban passenger guard for about eleven years, and the trains had been increased in relation to the number of cars, even the last year. His trains had all been increased by one or two cars. There was an increase of 25 per cent. in the passenger and parcel traffic. He signed on at 5.15 a.m. on Sunday, and off at 2.19 p.m. For that day's work—9 hours and 4 minutes—he was booked off. His roster ran into 8 hours 10 minutes per day, with the exception of Saturday, when he commenced at 6.30 p.m. and finished at 12.35 a.m.; that was the evening shift. The roster made up 96 hours in the fortnight; with the reduction of time. His actual working time on Sunday was 9 hours 4 minutes, but that was the long shift. There was another shift where he only worked 5½ hours, but that did not come into the same period as the long shift. He was booked off enough to prevent the necessity of paying him anything more than for the 96 hours. The department would reduce his shift some time during the next week, if they found he was a few hours over. They were claiming time and a half for Sunday work, in place of time and a quarter. Sunday work, had always been a grievance with him, and double time would not pay him for it.

Lack of space necessitates the holding over until next week of the remainder of this witness' evidence.

No. 5 BOARD.

A meeting of this board was held on Thursday last. The general secretary appeared for the Amalgamated, which has the conduct of the case.

Geo. T. Savage, 516 Kent-street, Sydney, said, in evidence, that he had been twenty-one years in business. He did a large business in workmen's tools, the price of which had increased, including those used by carpenters, bricklayers, stone-masons, and all those used in the building trades. The witness produced price lists to indicate the increase in the prices.

To the Chairman: The price of tools, roughly speaking, had increased by 22½ to 30 per cent., and the tendency was towards a further increase. Just before the war, the prices were hardening, and the war had, of course, intensified this process. The majority of tools came from England, perhaps about one-third from America.

John Bennett, a carpenter and joiner, questioned by Mr. Thompson, said he received 12s per day, and his hours were 48 per week. He considered that the amount of second-class timber used was hard on the saws, and necessitated the buying of more files. He travelled free on the trams with a metal pass, and was allowed ten minutes travelling time up to four miles, and twenty minutes over four miles. He worked at Sutherland, and was allowed twenty minutes each way. When working at a sub-station, in the battery room, he had to sign a paper to the effect that he knew the danger from live wires. He thought men should be allowed to smoke. At Stuart Bros' there was no objection to smoking.

W. T. Sturges, organiser for the Amalgamated Society of Carpenters and Joiners, examined by Mr. Thompson, said that he worked at Rookwood for about ten months, three years ago, as shop joiner. A competent shop joiner could do house work, and vice versa. Part of his duty was to send men out to jobs when required. In sending men out it was never necessary to ask whether they were used to the work or not. A man, if he had served his time at the trade, would be expected to be able to do the work. Recently he, with the organiser of the Progressive Carpenters, had made an arrangement with the Commonwealth Government for the payment of shop carpenters at the rate of 1s 8d per hour for men working on shore at Garden Island; not on ship work.

Mr. Brettall objected to the agreement being put in.

Mr. Thompson said that although the board was not bound by it, it should be admitted as evidence. The board could take the matter into consideration when determining the award.

To the chairman witness said that a man that had learned the trade could work either inside or out. Some men kept two sets of tools one for rough work and one for better work. He had often sent members of his union to Mr. Brennan for bridge jobs. Men working on girders would be classed as carpenters and joiners. There was no such thing as carpenter's assistants, only laborers.

Mr. Thompson put in correspondence from the Engineer-in-Chief of the Commonwealth Railways, stating that men handling Powellised sleepers were paid one penny per hour extra while so engaged.

The sitting of No. 1 Board was to be continued this week.

THE PRIME MINISTER

A SPHINX-LIKE ATTITUDE.

Mr. Hughes arrived in Sydney on Monday and during that day and on Tuesday made several speeches in response to the magnificent welcome that was accorded to him. The welcome arrangements culminated on Tuesday night in a banquet at the Town Hall when Mr. Hughes made a forty minutes speech. The daily press and the concertists did their very best by means of cajolery and veiled threats to force the Prime Minister to declare for the Prussian system of conscription but so far Mr. Hughes has not reversed his pronouncement of July, 1915, when he said:—

"In no circumstances would I agree to send men out of the country to fight against their will. If the day ever comes when men will not fight when their country is at death grips, it will be because the country is rotten to the core and not worth fighting for."

THE OLD DAYS

A HUGHES YARN.

Speaking at Perth a few weeks ago Mr. Hughes, in referring to the strong position now held by the Labor Party in Australia, recalled the old days when the workers were unorganised. Some of them were so fearful that they crawled on their bellies; they could not be called worms—because they never turned. (Laughter.) He narrated how on one occasion when he was carrying his swag in the country he stopped at a station and asked for a job. The boss inquired: "Which dog did you come in?" Mr. Hughes told him, and the boss replied:—"I will give you two minutes to get out," and called out to the rouseabout, "Jack, let the dogs loose when I raise my hand!" "I went," said Mr. Hughes, "and here I am." (Laughter and applause.)

THE MICROBE OF DISINTERESTEDNESS

A BRANCH SECRETARY'S COMPLAINT.

Mr. W. R. Bailey, branch secretary, Penrith, No. 1, writes:—

"We regret to have to again state that the interest taken by the members of the branch in the business of the Association is very poor. Here during the past week we have been able to obtain extra remuneration for several members of the branch, namely fitters, and yet there was only one present to show their appreciation of our efforts on their behalf. We have close on 200 members, and it is very disheartening to the branch secretary to see not one-twentieth part of them put in an appearance at our meetings. We trust that in the future members will give their branch greater attention by attending the meetings."

MEETINGS TO COME.

Members are urged to be present at their branch meetings and by their help forward their own and fellow workers interests.

TAMWORTH.

The next meeting of the Tamworth branch will be held at West Tamworth on Sunday, September 3rd, at 2.30 p.m. sharp.

NEWCASTLE BRANCH No. 10.

The fortnightly meeting of this branch will be held at Beacham's Room, Fern-street, Islington, on Sunday, August 27th, at 10 a.m. sharp.

A full attendance of members is urgently requested. As the watchword is "keep financial" and there is only another month before the quarter expires, will all those that have not already done so make themselves financial "No gun is of any use, without ammunition," ammunition is owing and is also required to win the war for better conditions for the employees.

BYRCK.

The next monthly meeting of this branch will be held on Saturday, September 2nd, at 7.30 sharp. All members are requested to be in attendance as very important business is to be considered, and a large attendance is always a great encouragement to the branch officers.

THE NEW PUNISHMENT SYSTEM

A DEBIT AND CREDIT ACCOUNT.

On Friday last a deputation from the Amalgamated Executive waited upon the Acting Chief Commissioner with the object of discussing some aspects of the new system of punishments that has been introduced by the department. The deputation consisted of the president, Mr. E. D. Campbell, vice-president V. G. Kavanagh, executive officer Paull, and the general secretary. Through a misunderstanding the representative of the Railway Workers branch of the A.W.U. did not arrive until the interview was over. The deputation remained more than an hour with Mr. Fraser, chatting over the matter in an informal way. The members of the deputation considered the new arrangements to be satisfactory, but agreed that it would be difficult to say how matters would go until an experience was gained of the actual working of the new system.

The general secretary states that "a principle of graduated punishment is provided for on the following basis:—First of all, where an employee has been found guilty of any slight form of misconduct, or of a slight breach of the rules and regulations, he is warned. His next offence brings a caution; a third a reprimand; a fourth a severe reprimand. The next time he shows laxity of duty or of discipline, he is called before the head of his branch; a sixth offence results in dismissal; and a seventh in dismissal. The scheme is really a modification of the Brown system, as known in America, only its application is made to fit local conditions. These forms of punishment are only intended to be given effect with regard to casual breaches by employees; any serious dereliction of duty, of course, being met with the machinery which the department has always used. Judging by what the Deputy Chief said during the interview, black marks will go down against the name of any offending employee; but he can wipe off these by specially good conduct or by meritorious work. In this connection a credit as well as a debit account will be kept, and this will be reviewed at quarterly intervals. When a man has reached a stage that reduction in rank, or outright dismissal, follows, he has the right of appeal, and the board dealing with his case will have before it his conduct sheet so that a comparison may be made of the columns showing the credit and debit marks. Mr. Fraser has agreed to the introduction of the new punishment system because it had been proved to him that, where fines were imposed, the burden fell more heavily on the wife and children than on the employee himself. The present method would bring home more forcibly to employees the consequences which might arise where they were careless in the performance of their duties. On the details of the system as supplied by Mr. Fraser, the men, I think, need not be alarmed."

DEATH OF MR. WALTER PAULEY

A POPULAR GUARD.

Mr. Walter Pauley, railway guard, died in Dr. McCormick's private hospital, Sydney, on Tuesday Aug. 15th, from an internal complaint. Deceased was in charge of goods No. 12 which the Temora mail collided with at Exeter in 1915. He received a great shaking, and it is supposed that he sustained some internal injury which was not apparent at the time. Since that event his health had not been good. Some weeks ago he became seriously ill and came to Sydney with the object of having an operation performed but medical examination showed that such a course would be useless, and it was not pursued. Mr. Pauley was in his 60th year, and had been in the railway service for 39 years, during all of which time, except the first year, he was attached to the Goulburn staff. He was the oldest local guard. He was a zealous servant of the Commissioners, and his obliging manner made him popular with the travelling public. He was one of the earliest members of the Goulburn Railway Ambulance Corps, also of the Railway Rifle Corps, but of late years he did not take a prominent part in either. That his lengthy service was valued by the Commissioners is shown by a letter to his daughter, Mrs. J. A. Kingsell. After speaking of the shock it was to him to hear of the death of his old comrade, Walter Pauley, Mr. Milne says that for none of the Goulburn railway staff had he a greater admiration.

Deceased has left a widow, two sons, and two daughters. The daughters are Mrs. Frank Baddington, of Wagga, and Mrs. J. A. Kingsell, of Walker-street, Goulburn. Mr. Pauley was a very old member of the Star of the South Lodge, G.U.O.O.F.

HELD OVER.

Newcastle No. 10 branch report, sent off to Mr. W. Guest, S.M., report of football match at Penrith, notice re Eddy Memorial Orphan Fund, Notes by "Wireless," and other matter.

What Railway and Tramway Men, also their Wives, and Families get for their Money.

Under my scheme of making all my Fees up on a fixed basis and "NOT FROM" as is very frequently done in the Dental profession you would be charged the following:—

SCALE OF FEES

An Amalgam Filling	- For 5s	instead of 7s 6d
A Gold Crown	- For 21s	instead of £1 11s 6d
A Porcelain Crown	- For 21s	instead of £1 11s 6d
Any Gold Filling	- For 10s 6d.	instead of £1 1s
Any Gold Inlay	- For 21s	from £1 1s
Bridge Work per Tooth	For 21s	instead of £1 11s 6d
A Painless Extraction	For 1s	instead of 2s 6d
Teeth on Vulcanite Plate per Tooth	For 5s	instead of 7s 6d
A Full Upper or Lower Set of Teeth	For £2 10s	instead of £3 3s

(No charge for Extractions when Teeth are ordered).

ALL ABSOLUTELY FIXED FEES

Backed up by 3 years Guarantee Could you ask for more—!

DENTIST CHARLES I. HARRIS

St. James' Chambers, KING STREET, SYDNEY

Open Daily, 9 to 9. Saturday, 9 to 1.

'Phone City 7882.

Personal

The "Co-operator" will be glad to receive and publish personal paragraphs from branch secretaries & others qualified to send them. The name of the sender must accompany each contribution, as a guarantee of good faith.

Included in last week's list of wounded are the following railway men: Private Dobson, of Culcairn; Private McCusky, of Culcairn; Private Leslie McEwan, of Eveleigh workshops.

Among the wounded listed last week are the names of the following tramway men: Private Reg. Lyons and Private R. F. Fishwick. Private N. L. Gardner was reported as missing.

Private E. J. Hope, who, prior to enlisting, was a member of the Penrith branch No. 1, has been posted as missing.

"All Grades" members that know Mr. Rogers, the genial chairman of the Goulburn branch of the organisation will be sorry to learn of his illness, through accident, and will join with the "Co-operator" in wishing him a speedy recovery.

Mr. George Webster, who was recently transferred from the loco branch to the position of chief engineer of the millwrighting and machinery branch, was recently entertained by the members of the Leading Mechanics' Association at a social evening at the Railway Institute and presented by the president, Mr. Swift, with a cabinet of cutlery and smoker's companion, from the members.

Harry ("Sol") Brien, whose death was reported by cable on Saturday the 12th inst, he having been killed in action in France, was the son of Mr. John Brien, of Fleming-street, Wickham, and at the last meeting of the Newcastle No. 10 Branch sympathy was expressed with the parents in their sad loss. "Sol" was one of the most popular and respected citizens of the Newcastle district. He sailed for the front on the 10th Nov. last, and after serving in Egypt for some months he was sent to France. He was no nephew of Mr. H. A. Freewin, vice-chairman of Newcastle No. 10 branch.

The sympathy of all hands in the service is extended to conductor John Glynn, of Ultimo, and his wife and family in the loss of their son and brother Harry, who died of wounds received in France. Prior to enlisting he was employed as a conductor at the Dawling-street depot, where he was held in the highest esteem by his fellow employees. A real, genuine good lad, who nobly gave his young and happy life for his country, was John Glynn.

Mr. T. K. McGowan is out with the loco instruction car. He has devoted many years to instructional work, and is considered tip-top stuff.

Poor George Davey, assistant yard master, Sydney, got bowled over very simply. He jumped out of the way of a passenger, and landed in front of a light engine. We sympathise with his relatives.

Jack Forrest, late guard, Sydney District, has crossed the Stygian River. He had forty-five years to his credit on the railway records. He had a large assemblage at his graveside. To his widow and children we offer our sympathy.

Phil. Rooney, of the loco. dept. at Lismore, has passed out into the

Unknown. He acted as Hospital Fund representative this year, and did well. When he took ill, no fatal results were depicted by his friends, and his demise was unexpected.

It is with regret we have to record the resignation of conductor R. L. Day, he having resigned the service to take up a better position with the City Council. As an agitator in the interest of the casuals he was hard to equal, one of the very few who was never absent from a meeting concerning conditions. Success in his new position is the wish of all his late comrades.

Mr. "Danny" Crookshanks, the popular tram driver of Rozelle depot, has just heard from his boy, after a long silence of three months. Although only fifteen years of age the lad enlisted twelve months ago and was accepted, his height of six feet two inches, and weight of twelve stone, convinced the enrolling officer that he was over twenty-one. He was determined to go, so his father and mother gave their consent. He has been mentioned in despatches and awarded the D.C.M. on account of the rescue of a gun, which had been abandoned, and belonged to the artillery to which he was attached. He is now "somewhere in France" and is the pride of his brigade. He must be the youngest artillery man in the British army.

At the Railway Institute, on Saturday last, the workmates of Mr. Reuben Green assembled for the purpose of making him a presentation and wishing him a long and well-earned rest after 36 years' service. Subinspector Brown, of the Bridge department occupied the chair and made the presentation. Other speakers were Messrs. E. Landers, A. Pollock, W. Willis and J. Ball. The presentation took the form of an illuminated address, pipe, and tobacco pouch. Mr. Green suitably responded, after which refreshments were served, and songs were rendered by a number of those present. The committee consisting of Messrs. A. Furry, and A. Pollock with Mr. T. King as hon. sec. deserve much credit for the manner in which the social was carried out.

Writing from Singleton, Mr. T. Eather states that his son, who is at the front, has been reported as missing, and that a number of Singleton railway men have received disquieting news from the front. The son of Mr. W. Brunderlin, of the per way, is reported to be badly wounded, as is also the son of Mr. F. Brunderlin of the loco. Mr. W. Maynard and Mr. H. York, of the traffic staff, have received similar news regarding their sons, and Mr. B. Howe, loco operator, is reported to be missing. The sympathy of every member of the Association will be with their Singleton comrades, who are anxiously awaiting further news concerning their relatives at the front.

THE NEW MINIMUM

The general secretary of the Amalgamated has made application to the Acting Chief Commissioner to pay the new standard rate of £2 15s 6d to all men in his employment, without waiting for an award, and similar applications will be at once made on behalf of the men employed on the East Greta system.

A. LAWSON

Photo-Process Eicher and Engender Photo. Lithographer, Electrotyper and Stereotyper. VICTORIA ARCADE, SYDNEY 'Phone 3223.

APPEALS BOARD.

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

Sec. 81.—(1) Members, Secretary to C.C.—Chief Accountant—C.E.—Engineer-in-Chief—Chief Traffic Manager—and (2) Employees' Representative (Mr. E. D. Campbell), elected by ballot for three years, 88.—(1) Three members form quorum. (2) Decisions by majority vote. Chairman having second or casting vote. 82.—No member to hear appeal when appellant belongs to branch of the service of which he is head. 83.—Sec. to C.C. convene meetings of Board, and keep record of proceedings. 84.—Appellate must be lodged within 7 days and heard within 30 days of being lodged. 85.—(1) Board may administer oath to witnesses. (2) Appellant entitled to call witnesses examined on oath, and to be represented by barrister, solicitor, or agent, who may examine witnesses and address the Board. (3) Board may decide any appeal as they think fit, and so order. 86.—(1) Decision of Board final, except punishment involves dismissal, or reduction in rank, position, grade, or pay, when appellant may within 7 days appeal therefrom to Commissioners. (2) Thereupon C.C. and one Assistant Commissioner together hear and confirm or modify appeal, such being final. Appellant has same rights on appeal to C.C. as before (set out in Sec. 22 (1), (2), (3)).

Before Messrs. Spurway, Kendall and Campbell, on July 27th.

NEGLECTING TO SECURE POINTS.

H. A. BONNER, guard, Eskbank, 9s 6d per day, was fined 9s 6d on 12.5.16 for neglecting to secure points.

The appellant pleaded not guilty. F. Westernman gave evidence that the points had been run through while locked.

S. J. Cook, traffic inspector, stated that a guard would not be justified in leaving points unlocked to save delay.

The appellant said he found the points unlocked. He saw clips off the points and other trains shunted in the yard that night.

The Board decided to substitute a caution.

OVERCARRIED.

A. Albon, guard, Goulburn, 10s 6d per day, was fined 5s 3d on 20.5.16, for neglecting to satisfy himself that all passengers had alighted with the result that a Mr. Mowle was overcarried to Moss Vale.

The appellant, who pleaded not guilty, was defended by Mr. R. Corish, assistant secretary of the Amalgamated Association.

J. O'Leary, traffic inspector, produced the journal of 15, of the date mentioned (20.4.16). Burradoo platform could not accommodate the train and the regulations showed how in such circumstances, the train was to be dealt with. It was a guard's duty to make sure that there were no passengers in the back of the train waiting to alight. Mowle was a resident of Burradoo and held a season ticket. The appellant, in his statement, said that he stopped at Burradoo for one minute and got the "right away" from the attendant. He (appellant) called out at Burradoo, also at Bowral.

To Mr. Corish: It was usual for passengers for unattended platforms to ride in one carriage, so as to save the time of the train; they should be put in the special carriage at the starting station. He knew the Department had trouble with Mowle. Witness would expect Mowle to tell the staff at Bowral that he was a passenger for Burradoo. Witness knew that passengers got out at Burradoo; he had been informed that Mowle was the holder of a season ticket.

The appellant said that on the occasion referred to he was two minutes late leaving Sydney. A minute was allowed at Bowral, but he was there two minutes, because he had to pull up a second time to allow two women to alight from the car that Mowle was in. He called out at Bowral, and Mowle made no response; he always made it a rule to call out at the preceding station. Mowle complained to him at Moss Vale, and witness asked why he did not advise him at Bowral. Mowle replied that he was not called upon to say where he was going when in a train. Witness asked Mowle about his ticket, and he paid his fare without mentioning anything about a season ticket. Burradoo was not a regular stop for specials.

To Mr. Gander: He was not a regular passenger guard, and had not run passenger trains much. He called out at Burradoo, and walked towards the rear of the platform.

To Mr. Campbell: He called out at Bowral, "Anyone for Burradoo," and the staff also called out.

The appeal was dismissed. Mr. Campbell dissented, considering that the appeal should be upheld.

FAULTY MANIPULATION OF TABLET INSTRUMENT.

O. M. CORCORAN, fourth-class relief officer, Murrumbidgee, £180 per year, was fined 10s on 29.5.16, on a charge of faulty manipulation of tablet instrument.

The appellant pleaded not guilty. Evidence was given by J. House, traffic inspector; W. A. Roff, N.O.; and the appellant.

The appeal was dismissed. Mr. Campbell considered the fine to be excessive in the circumstances.

SIGNALING WITHOUT AUTHORITY.

A. H. EDWARDS, guard, Werri Creek, 9s 6d per day, was fined 9s 6d on 27.5.16, for signalling a driver ahead without the authority of the person that was in charge of shunting operations; he pleaded not guilty.

Evidence was given by J. House, traffic inspector; W. McKenzie, shunter; and the appellant.

The appeal was dismissed. Mr. Campbell considered that a caution would meet the case.

FAILING TO MAKE PROPER ARRANGEMENTS.

S. J. PHILLIPS, fourth-class relief officer, Sydney district, £175 per year, was fined 10s, on 24.5.16, for irregularly arranging trains and for failing to inform the engine-men and guard of an alteration, with the result that the guard and number of passengers were left behind.

The appellant pleaded not guilty. Evidence was given by H. Hearnfield, traffic inspector; B. Hines, signalman; A. Goodyer, guard; and the appellant, who said that his orders were ignored.

The appeal was dismissed.

Before Messrs. Spurway, Kendall, and Campbell, on August 3rd.

A SPANNER SHORT.

T. J. HORAN, signal erector's assistant, H.S.P., 9s per day, was fined 1s 6d on 7.6.16, for being short of a spanner in his tool equipment. After hearing the evidence of signal inspector Adams, W. Curry and the appellant, the Board dismissed the appeal.

BREACH OF RULE 55.

C. H. A. J. BURNS, loco. driver, Bathurst, 14s per day, was fined two days pay on 7.6.16, for a breach of rule 55. The appellant pleaded not guilty. The accusation was that the appellant passed the down distant signal at danger and collided with another train which was inside the distant and outside the home, with the result that vehicles were derailed and damaged.

R. Nelson, appellant's fireman, said the distant signal was at danger when they passed it. On approaching the home they were moving at the rate of from two to four miles an hour. He first saw the headlights of the other train when ten yards away. He did not see the position of the home signal until some time after, when the fog lifted. The hand brakes were hard on all the way down the grade and were hard on when they struck the other engine.

H. Siddall, steam shed inspector, said that he saw the result of the collision and judged that the speed of Burns' train was from five to ten miles an hour. Burns' train would be about 450 tons. The grade was from 1 in 40 to 1 in 80. The other train was about 75 yards beyond the home signal.

The appellant said that he saw the distant against him and applied the brake. The fog was heavy and he reduced speed to two miles per hour. He then saw the head lights of the other engine and applied the emergency, but it had not time to take effect. There were special instructions re the working of Cox's River. There were no fog signals on the road. The other train was nearly all off the road. After the collision he found the headlights of both engines still burning. He did not see that he could have done more than he did unless it was to get down and pin down all his brakes. He did not see the home signal until after the other driver came to see if he was hurt.

The Board, having considered the evidence, decided in view of all the circumstances to uphold the appeal.

BREACH OF RULES.

J. N. MOUNTAIN, loco. driver, Goulburn, 15s per day, was reduced to the position of fireman for six months on 6.6.16, for breaches of rules and instructions.

The appellant pleaded guilty to the main charges and justification to another.

Evidence was given by W. Paull, relief, S.M.; W. Meacham, assistant loco. superintendent; J. Collins, shunter; the appellant and fireman C. Hollis.

The appeal was dismissed. Mr. Campbell dissented, considering that the charge was not fully proven and the punishment too severe.

BREACH OF RULE 170.

G. MILLEN, loco. driver, Penrith, 13s per day was fined 8s 6d on 5.5.16 on a charge of a breach of rule 170, resulting in damage to buffer stops and derailment of brake van.

Appellant pleaded not guilty. Evidence was given by J. Hayes, guard; J. J. Smallwood; W. Parker, traffic inspector; the appellant and T. Playner, fireman.

The Board decided to substitute a caution.

REFUSING TO CARRY OUT INSTRUCTIONS.

O. MARTIN, loco. driver, Goulburn, 12s per day was suspended for three days and warned, on 5.6.16,

for refusing to carry out the instructions of the shed chargehand in accordance with rule 159.

The appellant pleaded not guilty and evidence was given by B. Bayley, shed chargehand; R. Whitelaw, acting assistant chargehand; G. O'Leary, fitter; and the appellant.

The appeal was dismissed. Mr. Campbell dissented, considering that there should have been no suspension.

A TICKET SHEETING CASE.

Before Messrs. Lucy, Burke and Campbell, on August 4th.

F. A. SIBRAA, junior porter, Nyngan, 5s 6d per day, was dismissed, on 29.6.16 for failing to sheet collected tickets, etc. Mr. Corish, of the "All Grades" appeared for the appellant, who pleaded guilty and asked for leniency.

Mr. Corish explained that the tickets were not ordinary tickets but excursion tickets and the appellant was not altogether sure what he ought to do with them.

The appeal was dismissed, but the appellant was reminded of his right to appeal to the Chief Commissioner.

INTEMPERATE SHUNTERS.

C. S. BARTON, R. F. HUNT and E. A. G. SMITH, all shunters, were dismissed on 3.7.16, on a charge of being under the influence of alcohol on railway premises and of wilfully damaging a first-class compartment.

The appellants pleaded guilty. It appears from the statement made by Mr. Gander, that the appellants knocked off at 6 a.m. and adjourned to an hotel; subsequently they returned to the yard and one of them cut his hand severely when opening a bottle, and they entered a first-class compartment, which when examined, "resembled a shambles."

The appeal was dismissed the Board considering that the case was one for the Chief Commissioner to deal with.

STEALING A DUCK.

P. T. PHILLIPS, porter, Sydney, 9s per day, was dismissed on 14.7.16 for having been fined for stealing a duck from the Department; he pleaded guilty and asked for another chance.

Mr. Corish, of the Amalgamated appeared for the appellant. The appeal was dismissed. Mr. Campbell favoured giving appellant another chance to make good in some other position.

BRANCH NOTICES.

TRAMWAY TRAFFIC.

The monthly general meeting of No. 1 shift was held at Bowen's Chambers on Monday last, the 21st inst., Mr. H. L. Denford presiding.

CORRESPONDENCE RECEIVED. From the Randwick branch re resolutions of the branch with reference to "Co-operator."

From the general secretary re Messrs. O'Brien and McMahon's claim for re-instatement in the service; proposed issue of Association medals; re legal advice in regard to "Co-operator" agreement; re affiliation with P.L.L. under Rule 6.

From the Commissioner in regard to conductor North's claim for travelling time and lodging allowance.

From Mr. V. G. Kavanagh, hon. sec. Eight-hour Demonstration Committee of the Association in regard to same.

From Mr. C. J. Bray resigning his position as a councillor of the Association.

From the Tramway Superintendent re checking of conductors' journals at Miller's Point junction, and in regard to the provision of a light at Beresford and Norwich roads, Watson's Bay line.

From the over-head linemen at North Sydney re Saturday, Sunday and holiday work, and in regard to the meal hour, during which they are liable to be called at any moment, and yet are docked the time.

It was resolved that the elec. supt. be written to re the overhead linemen at North Sydney.

The secretary reported further action taken in regard to the claim of Messrs. O'Brien and McMahon for re-instatement in the service.

Re Miller's Point junction and checking of conductors' journals, it was resolved that conductors be advised to strictly observe rules in regard to safe working, even though delay may result, and thereby avoid accident.

Re Beresford and Norwich roads lighting, resolved that owing to the refusal of the Tramway Traffic Superintendent to provide adequate street lighting, necessary for safe working the municipal council for the district be requested to provide the light required.

Vacancy on the council of the Association: Messrs. C. L. Atkins, E. M. Davidson and W. H. Murrell were nominated, one to be selected by the council to fill the vacancy.

The organiser, Mr. Buckley, reported steady progress at all depots. Meetings had been held at Waverley and Newtown, at which the general secretary was present and addressed the members. As instructed by the branch he had convened several meetings of casual conductors and they had arrived at certain conclusions, which would be placed before the meeting for endorsement.

Mr. Toole, Darling Harbour, at the invitation of the chairman, addressed the meeting, saying whilst he could not pledge the support of his branch in any action which might be taken to prosecute the claims of the casuals, he would, if requested, convene a meeting of the branch to consider a request for support.

It was resolved to adopt the recommendation of the casual conductors meeting as follows:—

That a deputation wait upon the Tramway Superintendent to urge the necessity of consideration of the following matters: (1) The abolition of the four hour shift; (2) travelling time both ways when sent to another depot; (3) a minimum wage of 11s per day; (4) all casuals to be made permanent after six months service; (5) alternate shifts weekly.

That the deputation report to the next meeting of the branch to be held on Monday the 28th inst. at 8 p.m., and in the event of an unsatisfactory reply being received from the Supt. to recommend that a mass meeting of tramway and railway men be called to consider what action shall be taken. Resolved also, that a deputation wait upon the various transport unions requesting their support, moral and otherwise if required; that the deputation wait upon the next meeting of the Darling Harbour branch to place the matter of casual conductors' grievances before that meeting.

It was reported that Mr. R. C. Sainsbury had been victimized by the supt. also that Mr. Fulham was under suspension, and it was resolved that the action of the Supt. in discharging Mr. Sainsbury from the service, and the suspension of Mr. Fulham, and many acts of differential treatment accorded numbers of the Association, should be brought under the notice of the Executive and council with a view to suitable action being taken.

Considerable discussion ensued in regard to casual grievances and was contributed to by various speakers representing all depots. Owing to the policy of victimization of militant Amalgamated members, and the differential treatment accorded to those that voice their opinion it is not advisable to mention names.

It was stated that a Minister of the Crown had approached the Returned Soldiers Association with a request for 500 volunteers to take the place of those who might decide to take drastic action to secure redress of their grievances. If the report is correct the request was turned down with contempt.

IN THE TRENCHES

Following are extracts from a letter written by Uriel Dean to his brother, who is a junior clerk at McDonaldtown. It is dated France, 6/5/16:—

I am now right in the thick of it, all the past months of preparation are over, and now we are here doing the work we came over to do. We came into the firing line about three weeks ago, and expect to be in about another week, then we go away for a six weeks' spell. During that time we go to England for eight days, in batches of twenty. Soldiering is no joke. With us we have the strongest of men, navvies at that, and every one of them say that they never worked so hard in all their lives.

"We came into the trenches and took over our posts straight away. We have breakfast at 5 a.m. and work in and about the trenches from 6 a.m. till 12.15 p.m., then have the afternoon off and sleep till tea time. If there are no alarms the hours worked by a soldier in the trenches are ten hours, that is if the shells are not stopping them from working. I was recommended for building barbed wire entanglements between our lines and the Germans, also for doing patrol work between the lines. These two jobs I accepted. I suppose I'll end up in getting a crack. For the past few nights I've been building entanglements. A party of us (four) take several bombs each and go out about 8.30 p.m. We take two coils of wire and stakes and stay out until we lay both coils out. Generally we finish about 3.30 a.m. or 4 a.m. It is a very risky job, but so far none of our party have been hit, although we've had some very narrow escapes. Bullets whizz over our heads about one a second. At first we ducked, but we found that by ducking every time we couldn't get our work done, so now we just ignore them.

"It is impossible for me to describe to you what a bombardment is like. It starts nearly always by our side firing four or five shells to their side—they send one, we send four, they send two, we send eight, and so forth, until there is one hail of almighty shells; and for four miles behind the lines on both sides it is just one mass of flame and smoke, and the roar sends one totally deaf for a day after. In our trenches, in the German trenches, and between both trenches, it is a roaring and burning hell. It is terrible, awful and wicked. Shells are exploding by the hundreds, blowing earth, rock and men to atoms, and other men fall into the graves the shells have made, never to be seen again—they're just put down as missing. When the bombardment is finished one side charges the other and there is a hand to hand slaughter—mad men charging mad men. And after, or during the bombardment, it is cruel, and the men that are fit are sent out to bury the dead. All this happened just on our left two days ago. This is warfare. We have not been dealt with quite so badly as this, but we have had our share. The day before yesterday a fellow was shot through the lungs, not very far from me, and his groans were pitiful; and yesterday another fellow quite close to me was shot through the head, and died about ten minutes after.

"Brown Neck Bill" thinks that all gangsters and fitters should immediately enlist. "This is the burden of his complaint:—

"The No. 1 (Per. Way) Board has at last given forth its fruit, and you may be anxious to know how it tastes. I write as a ganger of the north, away from the sea breeze. It seems that a ganger is thought to be of less consequence now than in days gone by, for we always received eightpence more than the fitter, whereas the award provides for a shilling only. For many years we have taken an active interest in our work, and yet our grade is reduced by one third, which does not say much for the responsibility which rests upon our shoulders.

A maintenance ganger a few miles from here, who works for a private company and does the same class of work receives 2s 4d more than the men, under an award. Is it to be wondered that I regard this fruit of No. 1 Award as a kind of crab-apple after spending seven years in the North-west to gain the position of ganger in the North? It may be for the best as others may gain what we have lost. Fitters that wish for promotion will know that they are asking for honor and not money. Consider the ganger: what honor he receives when things go wrong on the length; he has to give an account of how, when, where and why, and if the temperature is 100 in the shade, work has to be done, and the ganger receives the blessings of the fitters; he has to make up his time-book and time notes, answer correspondence, find his own ink, pen and paper; put a twopenny stamp on his docket (to mark his grade). This has to be done in his own time, and the award says he must do all this for a bob. I thought at first that it was a misprint; but it is too true. I suggest that all gangsters get their lengths in good order at once, and then start recruiting. They should go themselves, and get others to go, and endeavour to finish this war. Then perhaps we may be able to enjoy the pleasures of life."

THE No. 1 AWARD

A GANGER'S COMPLAINT.

"Brown Neck Bill" thinks that all gangsters and fitters should immediately enlist. "This is the burden of his complaint:—

"The No. 1 (Per. Way) Board has at last given forth its fruit, and you may be anxious to know how it tastes. I write as a ganger of the north, away from the sea breeze. It seems that a ganger is thought to be of less consequence now than in days gone by, for we always received eightpence more than the fitter, whereas the award provides for a shilling only. For many years we have taken an active interest in our work, and yet our grade is reduced by one third, which does not say much for the responsibility which rests upon our shoulders.

A maintenance ganger a few miles from here, who works for a private company and does the same class of work receives 2s 4d more than the men, under an award. Is it to be wondered that I regard this fruit of No. 1 Award as a kind of crab-apple after spending seven years in the North-west to gain the position of ganger in the North? It may be for the best as others may gain what we have lost. Fitters that wish for promotion will know that they are asking for honor and not money. Consider the ganger: what honor he receives when things go wrong on the length; he has to give an account of how, when, where and why, and if the temperature is 100 in the shade, work has to be done, and the ganger receives the blessings of the fitters; he has to make up his time-book and time notes, answer correspondence, find his own ink, pen and paper; put a twopenny stamp on his docket (to mark his grade). This has to be done in his own time, and the award says he must do all this for a bob. I thought at first that it was a misprint; but it is too true. I suggest that all gangsters get their lengths in good order at once, and then start recruiting. They should go themselves, and get others to go, and endeavour to finish this war. Then perhaps we may be able to enjoy the pleasures of life."

HYGEIA

SHAVING STICK

FOR AN IDEAL SHAVE

YIELDS AN ABUNDANT CREAMY LATHER

MADE IN AUSTRALIA

LEVER BROTHERS LIMITED SYDNEY

POULTRY KEEPING reduces living expenses if THORPE'S WAY is followed.

Poultry Notes posted free monthly to all interested.

THORPE'S LTD. POULTRY FOOD SPECIALISTS, 315 Sussex Street, Sydney

RAILWAY RED BOOK

QUESTIONS AND ANSWERS, 2- EACH.

may be obtained from—

E. S. RICHARDS, "Fernleigh," Watkin-st., Canterbury, Sydney, or N.S.W. Bookstall Co.

The organiser, Mr. Buckley, reported steady progress at all depots. Meetings had been held at Waverley and Newtown, at which the general secretary was present and addressed the members. As instructed by the branch he had convened several meetings of casual conductors and they had arrived at certain conclusions, which would be placed before the meeting for endorsement.

Mr. Toole, Darling Harbour, at the invitation of the chairman, addressed the meeting, saying whilst he could not pledge the support of his branch in any action which might be taken to prosecute the claims of the casuals, he would, if requested, convene a meeting of the branch to consider a request for support.

It was resolved to adopt the recommendation of the casual conductors meeting as follows:—

That a deputation wait upon the Tramway Superintendent to urge the necessity of consideration of the following matters: (1) The abolition of the four hour shift; (2) travelling time both ways when sent to another depot; (3) a minimum wage of 11s per day; (4) all casuals to be made permanent after six months service; (5) alternate shifts weekly.

That the deputation report to the next meeting of the branch to be held on Monday the 28th inst. at 8 p.m., and in the event of an unsatisfactory reply being received from the Supt. to recommend that a mass meeting of tramway and railway men be called to consider what action shall be taken. Resolved also, that a deputation wait upon the various transport unions requesting their support, moral and otherwise if required; that the deputation wait upon the next meeting of the Darling Harbour branch to place the matter of casual conductors' grievances before that meeting.

It was reported that Mr. R. C. Sainsbury had been victimized by the supt. also that Mr. Fulham was under suspension, and it was resolved that the action of the Supt. in discharging Mr. Sainsbury from the service, and the suspension of Mr. Fulham, and many acts of differential treatment accorded numbers of the Association, should be brought under the notice of the Executive and council with a view to suitable action being taken.

Considerable discussion ensued in regard to casual grievances and was contributed to by various speakers representing all depots. Owing to the policy of victimization of militant Amalgamated members, and the differential treatment accorded to those that voice their opinion it is not advisable to mention names.

It was stated that a Minister of the Crown had approached the Returned Soldiers Association with a request for 500 volunteers to take the place of those who might decide to take drastic action to secure redress of their grievances. If the report is correct the request was turned down with contempt.

Considerable discussion ensued in regard to casual grievances and was contributed to by various speakers representing all depots. Owing to the policy of victimization of militant Amalgamated members, and the differential treatment accorded to those that voice their opinion it is not advisable to mention names.

It was stated that a Minister of the Crown had approached the Returned Soldiers Association with a request for 500 volunteers to take the place of those who might decide to take drastic action to secure redress of their grievances. If the report is correct the request was turned down with contempt.

Considerable discussion ensued in regard to casual grievances and was contributed to by various speakers representing all depots. Owing to the policy of victimization of militant Amalgamated members, and the differential treatment accorded to those that voice their opinion it is not advisable to mention names.

It was stated that a Minister of the Crown had approached the Returned Soldiers Association with a request for 500 volunteers to take the place of those who might decide to take drastic action to secure redress of their grievances. If the report is correct the request was turned down with contempt.

Considerable discussion ensued in regard to casual grievances and was contributed to by various speakers representing all depots. Owing to the policy of victimization of militant Amalgamated members, and the differential treatment accorded to those that voice their opinion it is not advisable to mention names.

It was stated that a Minister of the Crown had approached the Returned Soldiers Association with a request for 500 volunteers to take the place of those who might decide to take drastic action to secure redress of their grievances. If the report is correct the request was turned down with contempt.

Considerable discussion ensued in regard to casual grievances and was contributed to by various speakers representing all depots. Owing to the policy of victimization of militant Amalgamated members, and the differential treatment accorded to those that voice their opinion it is not advisable to mention names.

It was stated that a Minister of the Crown had approached the Returned Soldiers Association with a request for 500 volunteers to take the place of those who might decide to take drastic action to secure redress of their grievances. If the report is correct the request was turned down with contempt.

Considerable discussion ensued in regard to casual grievances and was contributed to by various speakers representing all depots. Owing to the policy of victimization of militant Amalgamated members, and the differential treatment accorded to those that voice their opinion it is not advisable to mention names.

SPORTING.

THE TURF.

King Kora, by Comedy King won the Three Year Old Handicap at Flemington on Saturday.

Bandon Lad who raced in Sydney won the Nundah Handicap at Queensland on Saturday.

Charleville finished fast in the Rosehill Handicap. The Charlemange II prd is in the Metropolitan Handicap with 8st 2lbs.

Some good dividends were returned by second horses at the Adelaide National Meeting on Saturday.

Two Blues meets Clydeside on 10 lbs better terms in the Epsom Handicap in the Parramatta Mile at Rosehill. On Saturday's showing it looks as if Two Blues will again beat the imported horse in the big race.

Gallipoli who won the Maiden Handicap at Rosehill on Saturday cost 1600 gns. as a yearling.

Gadabout will no doubt lose friends after his bad showing in the Rosehill on Saturday.

The ex-Sydney Prad Poaching won the Exhibition Handicap of 600 sovs at the Queensland Turf Club's meeting on Saturday.

Corrie pulled up lame after running in the Hurdle Race at Rosehill on Saturday.

Hobgoblin scored in the Adelaide Grand National Hurdle Race on Saturday.

Wallace Isinglass after being a bad last at the half mile pole finished second in the Auburn Handicap at Rosehill. A rattling good performance.

After his easy win in the Hill Stakes at Flemington on Saturday Blague has come into favor for the Epsom Handicap, in which the Bobadil horse is weighted at 8st 4lbs.