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SUSPENDING RAILWAY AWARDS.

THE CASE CONCLUDES.

MR. BEEBY TO REPORT TO MR. JUSTICE HEYDON.

The hearing of the application of the Chief Commissioner for Railways and Tramways for the suspension of group awards that provide for increments in wages was concluded at the Industrial Court before Mr. Beeby, on Friday last.

Evidence was given by Mr. Bourke (Assistant Chief Accountant), that the officers of the service that had gone to the war were paid the difference between their usual salary and the pay they received while on active service. If their military pay came to more than their usual salary they received nothing from the department. Up to the end of June next the total amount that would be required to meet increments falling due would be £8,532.

In the course of argument Mr. Cargill pointed out that the annual value of the increments was £30,100. The Chairman expressed a desire to know whether, in the event of the return for the next six months decreasing in the same ratio as they were shown to have decreased during the last six months, the railways would show a deficit at the end of the year.

The witness could not say, there were so many contributing factors in making estimates as to future revenue and expenditure.

Mr. Bavin sought to obtain information as to how the estimates were arrived at, what factors were taken into account, and upon what data were such estimates made.

The Chairman said it would be well to know whether or not the Commissioner anticipated a loss on the financial year, and as to how the estimates were made up.

Mr. Cargill said the only person that could supply that information was the Chief Commissioner; and if necessary he would ask the Commissioner to give evidence.

The Chairman: Are we to assume that the next half-year is going to be as bad as the last?

Mr. McCoy said that his case was not based on that assumption. They had evidence that the next half-year would show an improvement on the last. It would be for the appellant to say on what facts his estimate of a shortage was made.

Mr. Cargill put in a return showing the average time worked by drivers and firemen on short time for the half-year ending December, 1914, and for the corresponding period in 1913. This return gave particulars of each depot separately, and Penrith showed the lowest average of days worked, being 11.4 per period of 14 days.

There being no further evidence, Mr. Crawford proceeded to address the court.

Mr. Crawford reviewed Mr. Gillin's evidence, which was to the effect that increments had been withheld by the Public Service Board, not on its own initiative, but at the request of the Government of the day. On the other hand they had evidence that another Government, that of the Commonwealth, which had heavy war expenditure to meet, had not withheld any of the increments due to its servants.

The proper course to have taken was for the Government of the day to have undertaken the responsibility of suspending the increments as they had done in the case of the other public servants.

The Chairman: Do you know what has been done in the other States?

Mr. Crawford said he could not say off hand.

Only the best type of men were employed; they became experts in their particular duties, and they were safeguarded from the fluctuations of ordinary business life. They formed part of the machinery of Government, and should be dealt with differently to those in private employment. They had privileges and inducements that were granted in order to build up an efficient service, and the suspension of such inducements was a blow struck at the efficiency of the service. Another proof of the contention that the railways and tramways were component parts of the public service was the fact that a number of those employed in it were not covered by the award; he referred to those whose salaries were dealt with by Parliament, a number of whom had received increases since the war commenced. In short, he contended that the question of the suspension of increments was a matter of public policy, and Parliament was the proper body to deal with it during a time of crisis. The Court, he said, at the request of the employees, acting as a registered union, appraised the value of their work and had made an award, and he submitted that this application did not involve a reappraisal of the value of work, but was merely a request that the Court should interfere with an order that it had laid down, and there was nothing whatever to show that the value of the men's services had either increased or decreased. The matter, he submitted, was not within the ambit of the ordinary work of the Court.

Mr. Crawford went on to deal with the financial aspect of the case. The Chief Commissioner's affidavit stated that the revenue had steadily decreased from August until November; but a later return furnished showed them that the increase of revenue in the railway and tramway departments for the six months ending last December amounted to over £93,000, compared with the corresponding period of 1913, the December returns having shown a great improvement. The fears entertained by the Commissioners were apparently unfounded. They had seen the Commissioner's estimates and his revised estimates, and the latter showed that the scare had passed.

On the question of working expenses, Mr. Crawford said that at the return for the last half-year showed that the increase over the corresponding half-year in 1913 only amounted to £51,145; but when the amount was taken into account that he would be taking different work the second year.

Mr. Cargill: Those men are not your clients.

Mr. McCoy said they could take the case of the loco engine-drivers, firemen, and greasers, under the traffic award. The same principle applied to these employees. They should look at the matter from a broad standpoint, and forget for the time being that it was a public service they were dealing with and regard it in the same light as a private concern. Not a word of evidence had been called by the appellant. The respondents had been obliged to call evidence, and go into a maze of figures. Clearly it was the appellant's duty to come and put the whole case before the Board, and not leave the respondents to grope about for information. The men that would suffer by the granting of the application comprised about 17 per cent. of the service, and it seemed unjust and mean to ask this small percentage to forego their increments because of "conditions arising out of the European war." There was nothing in the affidavit to show that the application was necessary in the public interest. All that it said was that there was going to be a loss of £80,000. If it were a private firm making a similar application the Court would not be satisfied with a mere assumption that something untoward was going to happen. The Court would ask for proof, and would expect to see it forthcoming. Some men were treated differently to others. Judge Heydon had stated that the minimum wage must be a living wage, and that if a minimum wage was being paid, how could they lower except by commencing from the top? The Court was actually asked to decrease the living wage. They had firemen commencing at 9s. per day and going up to 11/2, and the effect of the application, if granted, would be that their already earned increase would not be paid. No evidence was forthcoming to show what influence the war had upon the situation, and the drought was, or should have been, taken into consideration when the award was made, because droughts were a periodical feature of Australian conditions. In 1903 the wheat yield fell to 1,585,097 bushels, the previous year's crop amounting to nearly 15,000,000 bushels. But the year after the drought the yield went up to 27,000,000 bushels, the area planted being much larger. It was a fair assumption that next season's crop would be an exceptionally large one. If it was imperative that decreases should be made in the interests of the public good, then it was right to spread the extra burden over as large an area as possible, and not confine it to a few.

Mr. Black, on behalf of the substitution shift electricians, submitted that the men working for 11/8 per day were only in their probationary period, and that the minimum wage received £60 per year. These juniors

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CLAUDE THOMPSON, General Secretary.

(Continued on page 4.)

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his own crippled condition, so tendered certain advice how to fix matters up. Secretary's action was highly endorsed by members present.

From Dist. Supt., Newcastle, re time allowed for walking for shunters at Port Waratah, advising that it had been decided, after actual tests, (not by the shunters, though), and it was considered that the allowances were ample to meet the requirements. It was explained that it was now before the Chief Commissioner for his consideration.

From General Secretary, advising that the matter of Eveleigh Barracks had been taken up with Inspector, and that matter of signing on guards at Newcastle vice Woodville Junction was being taken up with Chief Commissioner; also that the matter regarding suspension of increments and increases, especially in regard to juniors, will be strongly urged before the Board to make a limit of £150.

From General Secretary, advising that deputations of executive, accompanied by a junior porter, waited on Chief Commissioner in reference to the hours worked by junior porters, and the Chief Commissioner advises that he would refer it to the Staff Board for inquiry and report.

From General Secretary, advising successful result of interview with Commissioner re Fireman R. Thurlock's case.

From Mr. W. Brennan, secretary Colliery Employees' Federation, inviting representatives from this branch to meet their executive on Thursday night, Jan. 21st, 1915, at 7 p.m., to consider the advisability of appointing members from the various industrial unions to represent the said unions in Parliament, and also for the purpose of devising rules in connection with the same; that certain events that have happened during the past three or four months makes it imperative that the rights of the workers can only be maintained and guarded by having direct representation. Messrs. E. Jones and H. James were appointed delegates from this branch to attend this important conference.

From General Secretary, re case of goods guards signing on at Newcastle and Woodville, asking for a couple of specific cases. It was argued that no specific case is needed, as the complaint is general. However, some of the guards intimated that they would call on General Secretary and explain on their next trip to Sydney.

Fourteen new members were admitted from all grades, including tradesmen as well. "While we live we'll grow," and still have a "crow" left. (We can afford to "crow.")

The branch ex-president, Mr. Ed. Williams, guard, a matter of presentation of some sort to recognise his sterling worth as a president and unionist came up, and it was decided to present him with our gold Association medal. Several wanted the presentation to take place at annual conference smoke concert; others wanted a committee formed to make arrangements for a smoke social, and thus mark the presentation. It was resolved that next meeting all arrangements shall be made.

It was resolved that delegates to conference be paid as usual before leaving Newcastle, and that delegates use their own discretion in voting on all matters at conference.

It was resolved that branch secretary write to Mr. Williams, barrack inspector, re the dining-room and kitchen at Clyde Barracks being infested with cockroaches, men having to place their food tins outside, under trucks, etc.; to point out that the caretaker was in no way to blame for those pests, as everything that could be done to remove them was done by the caretaker.

A question of collectors' fees came up for discussion, it being explained that collectors are paid one penny per member (whether they collect or not), and after considerable discussion it was given notice of for next meeting that the previous minute be rescinded and that a percentage be paid on all money collected.

Several resolutions were carried to be added to the conference agenda (these appear in another column), and the meeting adjourned.

(Owing to an extra congestion on our space we have been forced to curtail this interesting report somewhat.—Ed.)

TO THE EDITOR.

EVELEIGH BARRACKS TROUBLE.

Dear Editor.—We, the undersigned engineers of Goulburn, would crave a little space in your valuable journal to protest against the untruthful statements made by the Newcastle branch of the Amalgamated Railway and Tramway Association concerning the Eveleigh Barracks, which appeared in the "Co-operator" on the 14th inst.

We might state that many of us have been occupying these barracks for years, and have always found the place spotlessly clean and beds free from vermin. We have no hesitation in saying that there is not a scintilla of truth in the statement.

(Signed) W. MORGAN, Driver.
C. TAYLOR, Driver.
P. GOODWIN, Driver.
G. BRADFORD, Driver.
A. W. COPELAND, Guard.
G. A. SCOTT, Guard.

(All running to Eveleigh during last 11 years.)

THE TWENTY-FOURTH CONFERENCE

A BIG BUSINESS SHEET.

IMPORTANT WORK FOR DELEGATES.

REVISING THE RULES OF THE "ALL GRADES"

GENERAL SECRETARY'S REPORT FOR YEAR 1914-5.

To the Members of the New South Wales Amalgamated Railway and Tramway Service Association.

Ladies and Gentlemen,—I have pleasure in submitting to you here with my second annual report, financial statements, etc. The financial statements showing the income from metropolitan branches, remittances from country branches, and the expenditure of Head Office is available. A return showing the names of the branches that have not sent in returns, and collectors who have not sent in their ticket books, is annexed hereto. The dates and places of meetings of branches is published in "The Co-operator" week by week, and it is unnecessary to do more than refer to it here. The record of the attendances of the Executive and Council is annexed hereto. The yearly general statement required by the Trade Union Act is being prepared, and when completed will be duly certified to by our auditor, Mr. H. G. Farrell, and forwarded to the Registrar of Trade Unions.

DUTY DONE.

The twenty-third annual conference was the first occasion upon which an Annual Conference had completed all the business placed before it. One hundred and sixty motions were dealt with within two days, as well as a mass of other business. All of the motions, after being classified, were duly taken to the proper quarters. Deputations waited upon the Chief Commissioner for Railways and Tramways, the Minister for Labor and Industry, and the Minister for Railways. The Chief Commissioner granted a number of minor concessions, particulars of which were published in "The Co-operator" at the time. The Minister for Labor and Industry and the Minister for Railways made a number of excellent promises, which had half of them been kept, would have satisfied the organisation.

REGISTRATION RESTORED.

The Association's application for registration was called on for hearing during the second day of the sittings of last Conference. I was enabled therefore to obtain as witnesses a number of the delegates from country branches. Their testimony was valuable in establishing the case for the Amalgamated. Although opposed bitterly for eight long days by 18 other Unions, who showed nothing of that spirit of friendliness and fraternal feeling which members of other Unions should accord to their comrades, the Association was completely successful, registration being granted subject to the trifling amendment of one of our rules. A special conference was called for this specific purpose. The obnoxious Rule 43 was amended to the satisfaction of the Court, and our certificate of registration was handed to us on the 6th May.

ORGANISING.

An active organising campaign was entered upon almost immediately. Shoals of requests from country branches were sent to Head Office asking for a visit to the respective centres of lines, but owing to the multiplicity of matters at Head Office requiring my attention, and the inadequacy of the staff to attend to the multifarious duties in connection with the organisation during my absence, it was not possible for these requests to be acceded to. However, Mr. R. Corish, of Head Office staff, made a tour of the south and western districts, Mr. J. McDonald the northern districts, and Mr. V. G. Kavanagh a portion of the western districts. The result was gratifying to the membership of our organisation. I have made numerous short organising tours, and have been particularly active in the metropolitan area.

WAR AND WAGES BOARDS.

During the year Wages Boards No. 10 and No. 2 sat, heard evidence, including evidence from this Association, and gazetted awards. No. 10 Board award was altered after its gazetting. The Association wished to appeal, but their efforts were blocked by the sectional Union having carriage of the case. No. 2 Board award was unsatisfactory to the men concerned. So, after consultation with Mr. D. A. O'Sullivan, General Secretary of the Railway Workers and General Laborers' Association, it was resolved that an appeal be lodged. I appeared before Mr. Justice Edmonds and obtained leave to appeal. The appeal, however, was never set down for hearing owing to the war. Extensive preparations were made for a variation of No. 2 Board award to cover men on whose behalf no evidence could be obtained at the initial sittings of the Board. Also great efforts were made to secure the best available evidence for the Per. Way Board. The claims were in, evidence was being worked up, when Mr. Beeby, chairman of the Railway and Tramway grouping of Boards declined to sit. Heydon made a general ruling that Wages Boards should not sit except in special circumstances during the currency of the war. This has had the effect of causing grievous disappointment amongst our members throughout the State, particularly amongst the Per. Way men. Nobody can be blamed for this except the Kaiser, and he is too far away to reach. As soon as it is humanly possible the Association will place the case for the men before the respective Wages Boards. In the meanwhile nothing that the Association can do will be left undone with the object of securing justice for all railway and tramway men.

SECTION 26 SUCCESSES.

Following on the gratifying successes which the Association achieved last year in securing to gas workers, carpenters and fitters' assistants, higher wages, by virtue of the operation of clause 26 of the Industrial Arbitration Act, a number of other cases were taken up since last Conference, and 15 distinct wins were achieved. These included fitters (two increases), fitters' assistants (one increase), assemblers (one increase), coachmakers in Sydney (one increase of 1/- per day), plumbers' mates, Bathurst Reservoir Workers, Sawmill Machinists, Sawmill Laborers, Litters' Assistants (Newcastle), Carriage Painters, Carriage Painters' Assistants, Wagon Painters, Oford Tunnel Men, slaters' rates for plumbers doing slaters' work, and an increase amounting in some cases to 10d. per day for junior labor in the Car and Wagon Department. Yet, in spite of these sixteen successes for mostly skilled men, we have carping critics who say "The All Grades does nothing for skilled men."

CONSTRUCTING SECTION 26.

A large number of our members do not seem to understand the proper construction of Section 26 of the Industrial Arbitration Act. In order to succeed it is not only necessary to show similarity of employment, it is necessary that definite and conclusive proof should be produced that an outside employer is paying rates under an award. The mere existence of an award governing work done by private employers is not sufficient in itself to sustain a case. Our difficulty has been to obtain efficient outside evidence. There are many instances that have come under the notice of the Executive where higher rates were being paid outside, sometimes under an award, sometimes not, but often when we have cases, and we did (in the case of the fitters' assistants) where men in outside employment were being paid higher rates under an award, it was not possible to obtain efficient evidence to sustain the case. During the year the Executive determined to instruct myself as General Secretary.

OTHER CONCESSIONS.

In addition to the industrial triumphs mentioned in the preceding paragraph, the Association achieved twenty-one distinct wins, and secured material concessions for the following groups of men:—Shunters in Darling Harbour. Tramway men in Rozelle. Tramway promotions were rectified. Secured special inquiry for coach painters, some of whom had been unjustly reduced. Per. Way picnic, southern district, a concession for June. Height for cleaners reduced. A drastic ruling in the case of the tramway picnic. Obtained a clock for signalmen. Overtime obtained for fuelmen. The case of faulty engines in southern district inquired into. Market passes secured for men in the west. A new mess room secured for the

traffic men.

Eveleigh Paint Shop improved ventilation.

Better arrangements for privilege passes.

Drinking water for tramway men at Fort Macquarie.

Full time for the porters at Darling Harbour.

Full time for workshops men prior to Christmas.

Full time for yard cleaners in Darling Harbour prior to Christmas.

New and better quarters for Eveleigh fuelmen.

Better lighting provision for Waterfall railway yard.

And a number of minor concessions for the workers in the Ultimo Power House. Altogether several hundreds of men were benefited by these concessions.

INDIVIDUAL CASES.

Since last Conference a number of individual cases taken up by the Association for individual members ran into many hundreds. Of these 46 were completely successful, satisfactory results having been obtained for that number of members.

ROSEHILL SATURDAY

Albert Maher
(Member City Tattersalls Club)

WILL BE LAYING

ABSOLUTELY THE LONGEST ODDS

IN THE

LEGER.

WIN OR PLACE ALL EVENTS

PROMPT PAYMENT AND FAIR DEALING.

W. POPE
Member City Tattersalls Club, Sydney.

LEGER — ALL COURSES

ROSEHILL SATURDAY

WIN, PLACE, 1, 2, 3, all events

DOUBLES AND STRAIGHT-OUT
all principal events.

NO AMOUNT TOO LARGE OR SMALL STARTING PRICE ANYWHERE.

ASSOCIATED RACING CLUBS

PONY RACES.

NEXT MEETINGS:
1915.

ASCOT, Sat, Jan. 30
VICTORIA PARK, Feb. 3

4 UNDERHILL See
Phone 2052, 11 Elizabeth Street

"SOEBAH" TO THE FRONT.

The well-known Rheumatism cure, "Soe-bah" is going to the front, having been recommended by the Military Forces. This undoubtedly is another proof of the efficacy of the "Soe-bah" cure.

Hundreds of people have been witnesses of the cures effected by it. No one should be without a bottle. It cures the worst cold in one day, internal pains in a couple of days, and rheumatism in a week. When anyone has Rheumatism over three years a large bottle is necessary; under three years a small bottle will effect a cure. Bottles 5/6, 9/6 large, post free. Procurable only from Pierre du Longchamps, 283 Pitt-street, Sydney.

STOVES
For Wood, Coal, Oil, Gas, or Kerosene.
Price Lists on Application.
D. J. Jelf & Son Ltd.,
Wells St., Sydney.

Flinty has absolutely the only Safe Cure for Catarrh, Ezema, Rheumatism, Sciatica, Lumbago, Liver and Kidney Troubles, Piles, General Debility, Bronchitis, Heavy Colds, Asthma, Anaemia, Bladder Troubles, and Nervous Breakdown. Don't Forget Flinty's Corn Paste Cure, sold in Everywhere Work Shops.

Flinty is 1 to 10 p.m. 5 to 9 p.m. Sundays, before and after church.
Prompt attention to Letters.
Joseph Street, Lidcombe.

TO WEAK MEN.

No matter how long you have been everything, there is every hope of complete recovery. Dr. Jones' Vitality Pills have been known to give remarkable results after a few doses. Write to 459 Market-street, Sydney, explain your case, and you will receive expert advice free.

"LLOYD'S" the old established Detective and Inquiry Agency—Missing Friends traced, Chancery Claims, Wills, etc. Records from 1872 in this State. Fees from 5/- Sydney Office: Rawson Chambers, opp. Central Railway Station, Sydney.

Druids' Patriotic Fund ART UNION

Under the Patronage of the Hon. W. R. RICHARDS, Lord Mayor of Sydney.

TOTAL VALUE of PRIZES, £1000

First Prize, value £600
Second Prize, value £100

PROCEEDS IN AID OF LORD MAYOR'S PATRIOTIC FUND.

On receipt of Postal Note, Post Office Order or Stamps, the Secretary will forward tickets to any address in Australia.

Do not delay, help those dependent on our soldiers by buying tickets and have the comforting satisfaction of knowing that you have contributed to the Patriotic Fund and assisted a noble cause.

The Art Union will be drawn in public on Saturday, 13th February, and results advertised on 13th, 14th and 15th February.

R. A. BARRY, Grand Secretary.

Head Office: 715 George Street, Haymarket.
Telephone: City 7212.

BAKER'S STADIUM, Personal Direction Mr. R. L. BAKER

NEXT SATURDAY NIGHT, JAN. 30th, at 8.30 p.m., Great International Boxing Contest:

DAVE SMITH (Australia) V. FRITZ HOLLAND (America)

Two six-round preliminaries, commencing at 7.45 p.m. sharp.

Prices: 10s, reserved; 5s, 3s, 2s. Every Thursday afternoon Great Boxing Matinee.

OLYMPIA — NEWTOWN

Personal Direction Reg. L. BAKER.

MONDAY, FEBRUARY 1 — **TWENTY ROUNDS**

MARCEL DENIS V JIMMY HILL

PRICES: 5s, 3s, 2s, 1s.



THE TURF.

Popinjay broke down in the Challenge Stakes on Saturday.

Danaus ran a rattling good race in the Challenge Stakes on Saturday.

Portrush, the Newcastle cert, for the Challenge Stakes, never once looked like having much chance of scoring after the barrier went up.

The stewards were wide awake while the Flying Handicap at Ascot was being run on Wednesday last, and Martello and connections went out for 12 months. In the Ascot Handicap, however, John Porter blew from 3 to 1 to 33 to 1, and after running as betting indicated, the ex-registered prad went home without a stain on his character.

A race meeting will be held at Menangle Park on Tuesday, 9th Feb.

Winners at Walsend on Saturday were Florrie H., Bazetta, R.L.G., Frisco Lass, Pettiller, and Melilla.

The Geelong Cup, which was decided on Saturday, was won by the Murillo prad Pouter.

"Billy" Longworth has challenged Duke Kahanamoku over any distance from 220 yards upwards.

The Sydney Flying Squadron's 18th handicap on Saturday was won by Mississippi.

Valeto won the Port Jackson Skiff Club's second championship event on Saturday.

A.J.C.

CHALLENGE STAKES DAY.

Winners, S.P., Riders.

Sanguine, 2 to 1 (Bracken).
St. Rosaline, 5 to 1 (Kenny).
Willow Green, 5 to 4 (Manning).
Ninfa, 50 to 1 (F. Foley).
Sir Vive, 14 to 1 (F. Foley).
Balustrade, 10 to 1 (Lightfoot).

There was a splendid attendance at Randwick on Saturday. The day was fine and the going good. Backers commenced well, but books won on the day.

Sanguine, a warm favorite in the Trial Stakes, got home an easy winner after being a long way behind over the first part.

St. Rosaline got a break in the First Nursery Handicap, and into the straight led by half a dozen lengths from Royal Parade, Westcourt, La Penna and Vole. The leader gave nothing a chance in the run home.

Willow Green looked a good thing for the Centenary Stakes, and at 5 to 4 he was heavily backed.

Alured was first off, and led along the back from Cacus, Lochano, and Willow Green, with Taunter last. Alured led by two lengths past the half-mile from Gigandra, but Willow Green took charge at the distance and

eventually won easily from Taunter, with Posinatus a couple of lengths further off in third place.

Brattle did not lose her position in the betting on the Challenge Stakes, and she went out a warm favorite. Portrush and Isbal were next in demand.

The start was a good one, and when going Isbal and Brattle were just leading from Arrowform, Nuwara Eliya, Ventura, Barley Water, and Malt Mark. At the half-mile Arrowform joined Brattle, and the pair led at the bend from Isbal, Ventura, Nuwara Eliya, and Barley Water. Brattle left Arrowform as they entered the straight, and at the Leger the favorite was in charge. But Ninfa came from the "clouds," and just got up in time to win by a neck. Brattle and Arrowform dead-heated for third place.

Limelight and Ocean Blue were equal favorites in the January Handicap, while Trinobantes came next in the betting.

Rebecula took charge soon after the start, and led along the back by three lengths from Trinobantes. Rebecula still held a good lead at the five furlongs, but Chid joined her at the bend, and led into the straight. Tartanus and Sir Vive headed Chid at the distance, and Sir Vive finishing best won by two lengths from Tartanus, with Limelight a fair third.

The meeting concluded with the Welter Handicap, for which Nombi went out a warm favorite, but ran disappointingly.

Hobble Skirt and Sound Asleep were first to get going, and still led at the home turn, but Owenee led into the straight. Balustrade ran past Owenee at the distance, and went on to win nicely from Owenee, with Modify a fair third.

SECOND DAY.

ANNIVERSARY HANDICAP GOES TO CISCO.

Winners, S.P., Riders.

Ninfa, 7 to 1 (F. Foley).
Westcourt, 5 to 4 "on" (McLachlan).
Flamboyant, 7 to 1 (Harris).
Cisco, 10 to 1 (Maher).
Vole, 5 to 2 (Bracken).
Grail, 6 to 1 (Foley).

The concluding day of the A.J.C. Anniversary Handicap meeting was anything but a good one for the punters, but the books lost heavily over Flamboyant.

The Flying Handicap went to Ninfa, who finished fast and just won from Arrowform. Owenee and Arrowform led into the straight from Ninfa and Ventura.

Westcourt had an easy task in the Phillip Stakes, the Bright Steel colt winning easily from Nindi, with Royal Parade third and Robert the Bruce fourth.

Flamboyant easily won the Novice Handicap in 1.39 1/4. Highland Band was a good second, and Vif third, while Palawan, who finished fast, beat the others.

Trinobantes led for about six furlongs in the Anniversary Handicap, but Posinatus then went to the front and led into the straight from Alured, with Owen Roe and Cisco handy. Cisco took charge at the half distance, and went on to win nicely from Limelight, who finished fast. Alured was third.

St. Rosaline was made favorite in the second Nursery Handicap, but she did not get well away from the barrier, and after being well placed throughout Vole won nicely from Drummuir, with St. Rosaline a good third.

Velours got the best of a bad start in the Highweight Handicap, and led to the Leger, where Mandowa took charge, but Grail finished fast and won by half a length from Mandowa, with Purdey third.

ROSEBERY.

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

Curried Rice, 8 to 1 (T. Thompson)—13.
Lady Denmento, 12 to 1 (James).
Miss Carbean, 4 to 1 (Lillyman)—9.
Gratis, 10 to 1 (Tanko)—6.
Swanker, 5 to 4 (Miller)—12.
Malena, 6 to 1 (Porter)—11.
Spanish Gipsy, 8 to 1 (Brown)—8.
Miss Myra, 12 to 1 (Thomas)—15.

There was a splendid attendance at Rosebery yesterday. The day was fine and the going good. Sport commenced with the first division of the Maiden Handicap, which went to Curried Rice, who took charge at the turn and came on to win nicely from Irish Minnie, with the favorite, Lady Denmento, a good third. Depend was fourth, Crown Gem fifth, Brewery Girl sixth, and Master Temple next.

Antwerp led for three furlongs.

Lady Denmento just won the second division from Fairfield, with The Gamester third. The winner and The Gamester led to the turn, but The Gamester was in front at the Leger.

Little Jack led by two lengths at the Leger in the 14.1 Handicap, and there looked a certainty, but Miss Carbean came with a great run on the rails and beat him by a neck. Iris was a good third, Many fourth and Nell Roy next.

The favorite, Ellen Moore, ran badly.

A close finish in the 14.1 Handicap saw Gratis just beat Merv's Pride, while The Sheave filled third place. Mosquito started favorite, but after leading into the straight with Elsie Phast he only filled fourth place. Elsie Phast and Little Queen beat the others.

Swanker just got home from Cobbanco in the Encourage Stakes, while Bill beat the others. Renovia was fourth and Tinvane next.

Candra led from Tinvane over the first six furlongs, then Swanker took charge.

The winner ran wide down the straight and took Cobbanco off.

The protest which was lodged was dismissed.

Green Rose was favorite in the 14.0 Handicap, while Malster and Malena were each heavily backed.

Sir Moorefield, Green Rose and Malster were the leaders for a couple of furlongs; then Green Rose streaked away and led by three lengths into the straight. Green Rose looked a sure winner at the Leger, but Malena finished very fast and beat her by a length. Sir Moorefield was a fair third, Atherdon fourth, and Honeymoon next.

Spanish Gipsy led all the way in the Rosebery Handicap and just won from Milgarno, who was in second position all the trip. Postelite was a fair third, Pomeroy fourth, Jack Bradshaw fifth, and Burnore next.

The day's sport concluded with the 14.2 Handicap, for which Padrewski, Sir Merv and Lalla were each heavily backed.

The result favored Miss Myra, who just won from Lalla, with Sir Merv a close third. Sir Simon was fourth and Fireglow next.

Armstrong battled very carefully for 27 in the Victoria v. N.S.W. match on Saturday. He faced the bowlers for just one hour.

The ex-Sydney batsman, Cody, played for Victoria against N.S.W. on Saturday, and did very well with the bat. His score (48) was the second highest in the innings.

ANTICIPATIONS.

ROSEHILL.

JANUARY STAKES
Brattle or Owenee.
(One stable.)

Barley Water next best.

GRANVILLE STAKES.
Palawan or Flavorous.

JUVENILE STAKES.
Drummer or Cruzot.

FLYING WELTER.
Isbal or Ickle Lass.

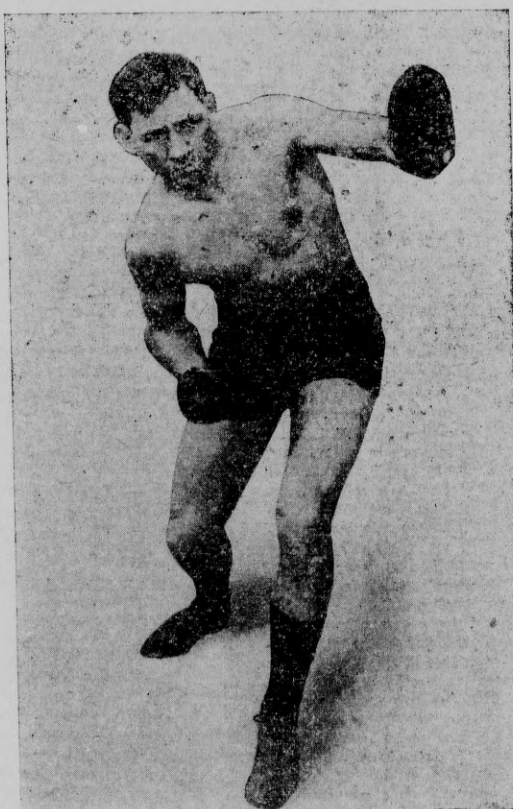
ROSEHILL HANDICAP.
Brunnhilda or Limelight.

CARLINGFORD MILE.
St. Medoc or Balustrade.

SPORTING SPARKLETS

The Manly Swimming Club's 100 yards inter-club handicap on Saturday resulted in a win for J. Baggot (E.S.), 20 secs.

The 250 yards junior teams' championship of Northern Suburbs went to the Manly team.



DAVE SMITH.

G. Wild (Manly) won the 200 yards championship of Northern Suburbs in 2 mins. 32 2/5 sec.

The Auburn-Lidcombe Bicycle Club's three miles race on Saturday was won by A. Hodgkinson in 8 mins. 10 secs.

S. Paterson won the mile handicap from 40 yards in 2 mins. 22 3/5 sec., while R. Owens, from 55 yards, accounted for the half-mile race in 1 min. 5 3/5 sec.

The Australasian motor boat speed championship on Saturday at Kilda was won by the Victorian boat Nautilus II., which averaged 35.3 miles per hour. The Kangaroo (N.S.W.) did not finish.

Duke Kahanamoku, from scratch, won the Invitation 100 Yards Handicap at Brisbane on Saturday from Loewe (9 secs.), with C. Grahake (7 secs.) third. The winner's time was 54 4/5 sec.

Old Ben Thoroughgood easily defeated Arthur Pearce in the heavy boat championship on Saturday. The winner is more than twice the age of Pearce, but is much the heavier of the two.

W. J. Ryan won three handicaps out of five events decided by the Pratten Park Athletic Club on Saturday.

The Redfern bowler, Malley, was in great form on Saturday, when he captured 6 wickets for N.S.W. against Victoria for 64 runs.

The Raymond Terrace cricketers did well against Paddington on Saturday, when they scored 142 for the first innings.

BOXING.

DARCY DEFEATED

PARTLY BY JEFF SMITH, PARTLY BY HAROLD BAKER, AND MOSTLY BY DAVE SMITH.

A PECULIAR INCIDENT AND A FOUL PUNCH.

("Patrian.")

"Why did Dave Smith throw in the towel?" That question must have been asked at least some thousands of times during the week, and many and varied are the reasons that have been given.

In common with a large section of the audience, Dave has been put down as being party to a "ready," and loud and deep were the curses heaped on his head by the army of Darcy backers. They reckon they were twice robbed, as Jeff should have been disqualified for fouling, and that Harold Baker was unjustified in ordering Darcy to "box on." Now, to come to "backdrop," Darcy was fouled—and badly fouled. He was at such an angle the writer could not but see the blow, which landed fair on the

has a genuine feeling of comradeship for his young protegee.

Neither man fought up to form, although Darcy had much the best of matters up to the time of the foul, and in several of the early rounds belted Smith all over the ring.

As usual, Jeff cut loose with some devastating swings, which only hurt the air. After the foul occurred he fired one off at Darcy with such force that he came right over and landed his fist on the floor. How the fight would have ended it is hard to say, but as Jeff Smith took the precaution, or rather his manager (Lippe) did, of getting an assurance from the Darcy party that in case of defeat Les would meet him again, it looks as though something might be doing later on.

There was a great crowd of some 12,000 people present, which made the disappointment all the worse, and the fans were not slow to voice their resentment. Serious trouble was narrowly averted, and the worst that happened was a loud and vociferous demand for "Give us back our money."

Weights: Jeff Smith 11st. 5lb. 2oz., Les Darcy 11st. 1lb. 2oz.

NOTES.

A scrap of some tonnage will be the disturbance between Dave Smith and Fritz Holland on Saturday next. Although Dave is classed as a light-heavy he is little heavier than his opponent.

Fritz gave a fair sample of what he could do by belting Billy McNab over the ropes as a finish to a most artistic display of boxing, and he feels he can do the same to Dave. Smith, on the other hand, feels equally sure of defeating Holland and has taken every precaution to get himself fit for the ordeal.

PROMOTION WITHOUT PAY

This somewhat novel idea has been brought about by the tightening of the Treasury bags by war and other conditions—some real and some invented. The idea is to ensure that an officer, who, in the ordinary course of events, was to have received his earned promotion when war broke out, would have his grade secure when matters righted themselves. This is a fair proposition, and the equity of the movement has been made apparent by the great breaches of faith, when officers have had to lose places by retrenchment in the past. He not only lost his increase in grade and pay, but in many cases he was effectually side-tracked for ever by persons who had more influence, but no earned right to the position. To block this unscrupulousness, the principle of promotion without increase of pay is recommended. It has taken hold in Queensland, where the sanest of innovations are made, and has lately been ably argued by a deputation from the Public Service Association to the Hon. Minister for Justice, led by Mr. Beavis.

Mr. Beavis, too, argued in favor of the lower paid officers getting their increases—that is, officers in receipt of less than £200 p.a. He proved to the satisfaction of the Minister that such lower paid officers were not as well off as a navy getting 8/6 per day. He contended that, considering the social condition—his environment created for him—that he was not in receipt of a living wage. Night officers in receipt of £160 p.a. are in the same boat.

LITHGOW COAL TRADE

MEN BEING DISMISSED.

The coal trade in the Lithgow district is stated to be dull, and men are only putting in two shifts a week. Over a hundred men were given notice last week, and the outlook, according to reports, is not extra hopeful. The manager of one mine is stated to have said that the Govern-

ment's seizure of the wheat crop is mally responsible for the situation, "as wheat is now stored at country stations instead of being sent to milling centres by rail."

The Government bought the wheat in order to supply the millers with it at a fair price. The millers are buying it, not to store at country stations, but for the purpose of making it into flour. Clearly they cannot make it into flour unless they take it to their mills. If the manager had said the smallness of the wheat harvest was a factor in the matter, he might have been nearer the truth—but, then, he wouldn't have been able to blame the Government.

The Government isn't all it ought to be from a Labor standpoint, yet it cannot be blamed for everything.

THE REAL REASON A LOCOMOTIVE IS CALLED "SHE"

"Why," asked the fat passenger, "does the engineer always call his engine 'she'?" There was a moment of embarrassing silence, then the man on the wood box said something about "her headlight," which was followed by a hollow groan all along the line. "Because," ventured the tall, thin passenger, "the more you throttle her the faster she goes." But this was barred out under the rules. The man with the sample case suggested "Because she runs the mail," but everybody said, "Ah, there!" so sarcastically that he apologized. The cross passenger said, "Because there was so much bustle and bang about her," and he was fined cigars for the crowd on the spot. The bashful passenger said maybe it was because she "pulled the smoker," and he was hissed off the stage, and longer had they sung, but the woman who talks has closed the lodge by exclaiming, "Because we couldn't get along without her."—Burdett.

FIRELESS LOCOMOTIVES

There are many industrial occupations where the conditions are extremely dangerous, thereby rendering the question of economic intermovement of materials somewhat difficult. The transportation of materials in explosive depots is an interesting illustration of this problem. The issue has been solved, however, in a great measure by recourse to fireless locomotives. As the designation implies, the locomotives conform to the general design, but are not provided with a fire or heating device of any kind. Instead there is a reservoir or boiler, which is filled partly with water and partly with high-pressure steam. The latter is pumped into the boiler from a steam-raising station outside the danger zone, to which the locomotive is taken from time to time. The construction of this type of locomotive has been brought to a high standard of perfection in Germany, the leading locomotive manufacturing firms specialising in this class of engine; while certain American manufacturers also have devoted their energies to the same problem. In Great Britain the possibilities of this form of transportation have been appreciated, and are receiving greater attention. The Admiralty recently acquired a locomotive of this type for use in the explosive danger zones. The engine is able to run for several hours upon one charge of steam, and, owing to the system of heat insulation adopted, the locomotive may be left standing for a period of twelve hours in the open air without appreciable loss of energy. The engine is easy to handle; in fact, it is operated in exactly the same manner as the ordinary locomotive, except that firing is eliminated. The control is precisely similar. Not only is the engine fireless, but all the rubbing faces, such as the brake-blocks and the impact-points represented by the buffers, are rendered sparkless by the use of special facing materials. These engines have been extensively adopted in dangerous mines where access to the workings is provided by gradients instead of shafts.

WHEN OTHERS FAIL, CONSULT THE AMERICAN HERBALIST, D. HARTLEY

LADIES' PILLS 2/6, 5/-, 10/-, post free. U.S.A. Specific, 30/-

Vitality Course, 2/6, 5/-, 10/-

Correspondence invited. A written guarantee to every patient I take in hand.

155 ELIZABETH STREET, SYDNEY. (Established 25 years.)

MEN, CONSULT MAX GOTCH,

THE RECOGNISED LEADING SPECIALIST IN PRIVATE DISEASES OF MEN. VITAL WEAKNESS CURED.

LOSS OF POWER permanently restored by his Wonderful Vitality Tablet Treatment, 20 days' course, 10/6. Liver, Kidney, and all Urinary troubles. 1/6. Sciatica, Rheumatism, and Gout, 2/6. Chronic Constipation, Biliousness, and Piles, 1/6. Sore Cues for the Smoking Habit, 2/6. Rupture Treatment, 20 days, 5/6. Specific for Alcoholism, 5/6. Catarrh, Asthma, and Croup, 2/6. Nerve, Blood, or Skin Diseases, 2/6. Special Treatises, and all Surgical Appliances. Thousands of Testimonials of quick and certain cures. Remedies posted under plain cover. Consultation Free. Strictly confidential, personally or by letter. Write or call for free book, valuable information. MAX GOTCH, 541 George-street, 8 doors from Liverpool-street, Sydney. Phone City 4025. Hours, 9 a.m. to 5.30 p.m.; Saturday, 9 a.m. to 1 p.m.; only; Friday, 9 a.m. to 10 p.m. After hours, 'phone, Waverley 311.

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EDITORIAL MATTER.

It must be distinctly understood that "The Co-operator Ltd." is also 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.

AGENTS WANTED.

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

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.

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THURSDAY, JANUARY 28, 1915.

STRIKING THE COLORS

THE COCKTAIL POLICY OF N.S.W.

If any State in the Commonwealth should have been able to meet the present crisis without "turning a hair," that State is New South Wales, for she is by far the richest and most populous, and much the best able to cope with the exceptional circumstances arising from the war and from the drought, and from both. The fact is that upon being put to the test she failed miserably to hold the position in the Commonwealth that she was credited with occupying—that of the soundest and most reliable State in the Federation. When the war commenced there was much boasting in governmental and commercial circles concerning the ability of the Mother State to meet whatever difficulties might have to be faced during an unprecedented crisis in the history of the world; but before the guns of adversity had fired their first shot, the token of surrender, and it was abundantly manifest that the State did not possess pluck enough to tackle an adversity of the calibre of an irrepressible picaroon. When everything is summed up and the circumstances are viewed in their true perspective, it is found that the Mother State has earned the title of cocktail of the Commonwealth. The latest example of this paltry policy of premature surrender is to be found in the Chief Commissioner's decision to deprive the public of a million miles of railway service and—incidentally, of course,—to deprive a large number of employees of work. The drought and the war, it is alleged, have between them caused a decrease in the revenue—not an actual decrease, be it remembered, but a decrease compared with the Commissioner's estimate of what it should be—and the Commissioner "hopes that the people affected will cheerfully acquiesce in a patriotic spirit in what has been done, and cheerfully accept the reduced services," etc. Such a banal piece of advice might well emanate from a writer in a parish magazine. Truly patriotism may be made to cover a great amount of folly. Men are willing to make great sacrifices on its behalf—when the real need arises. So far, however, neither the Commissioner nor any of his officers have produced any evidence in proof of their contention that the need for the adoption of such a course has arisen in this State—certainly not sufficient to make those that habitually use the railways feel "cheerful" at the prospect of being deprived of them, and even less to make the railway employees feel "cheerful" at the prospect of enforced idleness. It has been pointed out that "there can be no reduction of dividends to the capitalists whose money is invested in the railways," because "a fixed return is guaranteed whether the money is earned or not." Shylock must have his pound of flesh, even though the public is inconvenienced and the employee is turned into the street. The moneylender is evidently not expected to be patriotic enough to cheerfully sacrifice any of HIS profits, and the Commissioner does not go to the length of advising him to do so. As Martin Dooley would say, "That's a horse in another color." Apparently it counts for nothing that the railway employees were guaranteed a "fixed return" for their labor by the Commissioner, through the medium of the Arbitration Court—which guarantee included periodical increments. It seems that he regards such guarantee as merely waste paper, just as the Germans regarded their guarantee of the neutrality of Belgium; and for somewhat similar reasons. In the one case Belgium resorted to the way of Germany's desire to dominate Europe, and therefore had to bear the brunt of invasions; in the other case "increased wages" stand in the way of the moneylender receiving his dividend, and so the employee has to be penalized, guarantee or no guarantee. To ask the employees to be "cheerful" in such circumstances is adding insult to injustice, and to ask them to do so for the sake of patriotism is rank hypocrisy. If the railways were owned by a private company, such an attitude might be looked for, but even in that event, providing that the company had been for years paying dividends to shareholders and accumulating reserves, the management would not be seized with blue funk at the prospect of a temporary

suspension of dividends. It would most likely face the prospect with the patriotic cheerfulness the Commissioner talks so glibly about, even if the circumstances involved a call instead of a dividend, realising that such risks have to be taken by investors. There are very many mining companies that have been call-paying propositions for years, but we do not hear that the men working in such mines are paid less wages than others that work in dividend-paying concerns. Assuming, therefore, that the railways will show a loss at the end of the year instead of a profit, there would still be no reason why such loss should be fastened on to a small portion of the public that use particular lines and a relatively small portion of the population that is employed in the railway service. In the "fat" years, when the railways earn considerable profits, such profits are placed to the credit of the consolidated revenue, which means that the amount is placed to the credit of the general taxpayer in the State ledger. Is it not fair when a "lean" year comes, and there is a loss instead of a profit, to place the amount on the other side of the ledger, and so spread the burden over as many shoulders as possible?

Apart from this aspect of the matter, there is no evidence in support of the assumption that the year's operations will result in actual loss. There may be some grounds for assuming that the profits will not be as large as usual. Returns to December 31st, for the quarter, state that the earnings for that period, compared with the corresponding period of last year, decreased by over £60,000, and that the expenses decreased by nearly £40,000, but that the tramway returns show that the revenue increased by over £15,000, and that the expenditure decreased by over £26,000. The earnings in the coaching branch (railways) amounted to £2452 more than last year. The goods traffic shows a net decrease of over £65,000. There is nothing positively alarming in these figures, nothing to justify a policy of blue funk. Farmers have not ceased to grow crops; on the contrary, they are increasing their areas. Sheep have not ceased to grow wool; production is not at a standstill—it is increasing; and there is a sure market for all primary products at increased prices. The drought has ceased to be a factor in making an estimate of the future. There is no reason to assume that the travelling public will cease from travelling. The outlook is, everything considered, good. Mr. G. R. Steer, General Superintendent of the Queensland Railways, speaking a few days ago, said that the traffic on the Queensland railways during the six months ending Dec. 31 had been very satisfactory—yet there was a drought in the wheat-growing area. Speaking of the future, Mr. Steer said that considering the splendid season that was being experienced, the outlook was very good. We have not heard of any lugubrious prognostications emanating from the heads of the Victorian railways. Everywhere but in this benighted State of New South Wales we hear that the flag is kept flying on the British principle of "Business as usual." It is flying here, too—but at half-mast. As already stated, we are the cocktails of the Commonwealth.

WHY APOLOGISE.

In another column Mr. Crawford, M.L.A., is reported to have regretted the necessity for apologising for the inaction of the Government in regard to certain much-desired legislation, at the same time pointing to the struggle for existence which we are making as a reason for the stagnation. Surely it is nearly time our politicians refrained from handing round such "tripe" as this. Mr. Crawford is, of course, only following the example set by Ministers. Yet, what good is the statement that "Government has agreed with other Governments of the Empire not to introduce legislation during the war," when it is well known that Ministers have bills ready for introduction in the coming session which are considered highly contentious? If it is the correct thing to shut up the legislative shop, why cannot the thing be done honestly? And if business is to be proceeded with, why shelter behind "this cursed war, etc.," when an inconvenient question is asked? The men and women who placed Labor in office are not satisfied with these "eternal excuses"

whenever far-reaching and necessary legislation is asked for, and deserve far better at the hands of their representatives.

CONGESTED

SIXTEEN PAPERS NEEDED.

The "Co-operator" is not half big enough this week to ensure the publication of the matter available. The conference agenda, which contains much matter of vital importance to every member, has taken nearly twice the space it did last year, mainly owing to the inclusion of the revised rules. There are, of course, many contributions which we could not possibly fit in, and a glance at the paper will ensure us the understanding of our contributors. No doubt many readers outside the city will miss the war page; this has had to disappear entirely. Next week we shall, no doubt, be able to resume the even tenor of our ways, and perhaps catch up. The interesting contributions are increasing very rapidly, and it is our desire to serve them up hot. Perhaps our friends who wield a fluent pen will help us by adopting our motto of "boil it down." A fair observance of this will ensure publication and give us a paper full of meat.

AMALGAMATED BENEFIT COMPANY

(By "Trustee.")

The 20th January, 1915, should stand out as an important date in the history of the Association, as bringing into being a movement which, properly appreciated, should be of great help to many.

THE ARBITRATION COURT

THE SUSPENSION OF INCREASES ARROGATED

GOVERNMENT EMPLOYEES EXCEPTED.

At the Industrial Court on Monday last Mr. Justice Heydon referred to the recent decision of the Court to hold back increases in all but exceptional cases. He explained, however, that in view of the more hopeful outlook some relaxation of this pronouncement was now possible. "Boards," he said, "may now, therefore, consider claims for increases. Even where old awards have been continued, applications need to wait till the extended period has run out. But the boards should take into account the existing state of things and the effect of the war upon both the industry itself and the community. Where this has not been done, and awards have been drawn up as under normal conditions, and are now held in suspense, they must still remain in suspense till an appeal can be heard; if there is no appeal there will be nothing to wait for. As regards Government employees the pronouncement only considered and confirmed an earlier judgment, which still stands good. They will therefore not come under this relaxation, but if they desire to have claims heard must submit special circumstances as at present."

VALUABLE TESTIMONY

TRADE UNION ACHIEVEMENT.

"Our investigation showed that wherever the tram workers of Europe

NOTICE TO MEMBERS.

The agenda paper published in this issue contains all of the matters for discussion before the 24th Annual Conference, of which notice has been given. The Conference will meet at Head Office, Bowen Buildings, Central Square, Sydney, on Monday, 15th February, at 10 a.m. sharp.

Members are reminded that they will be bound by decisions of Conference. They should, therefore, carefully consider the various proposals, and see to it that the delegate from this branch is properly instructed by the branch.

It will be observed that it is proposed to introduce numerous drastic amendments in the rules. These should be considered most carefully by all members, particularly those who are in arrears with their contributions.

CLAUDE THOMPSON,
General Secretary.

Dated this 28th day of January, 1915.

The idea has emanated from men who wish for nothing but the good of the vast membership, and for the prestige of the old "All Grades."

It has been recognised by many that such a great organisation was not complete without a benefit fund of its very own, such fund to be so constructed that the age limit would be raised.

There is no doubt that many railway and tramway men have been barred from joining relief associations through being over age, but the limit in our new venture being 55 years gets over that difficulty.

For general information I mention here that the rules say, "Admission to the company's benefits, 18 to 40 years 1/-, 40 to 50 years 2/6, 50 to 55 years 5/-, and 60, per week subscription."

These give one guinea per week for 13 weeks, half a guinea for 13 weeks, and thereafter as directors decide. A liberal death allowance and consideration on being retired medically unfit. The whole of the benefit portion of the fund rests absolutely in the hands of members of the Amalgamated and other service unions, inasmuch as it depends on the response to our call for members. We base the death allowance, for instance, at £25 on a membership of 2000.

With a generous response from all over the Service such death allowance should reach anything up to £200. Could a cheaper rate of insurance be conceived? We see no reason why, with such a membership as our own, and the fact that all service unions can join, that the larger sum of £200 at death could not be reached. Some may say, "Oh, I am in this or that, and that's enough." But consider the small outlay and the very great benefit procured. Another hundred or so may fix the wife and kiddies up good if we are taken suddenly, and if we live out the term and leave the service 3d. per week extra enables us to remain a member and partake of the benefits.

The provisional officers of the company are well known men, and the secretary, Mr. Gus Mulder, has proved his ability and expert knowledge by his handling of the heavy work up to date. These few lines are submitted to you through the pages of our valuable paper in the hope that they will reach every member, and that each Amalgamated man will pass it on to the other fellow. Understand, again, the whole thing is in your hands. Join the company in your thousands, and the benefits and allowances increase accordingly. Working expenses will be light. Collectors will be appointed and books supplied almost immediately.

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QUEENSLAND RAILWAY WORKERS

"The scheme of the Queensland Commissioner for Railways to abolish the system of finding railway employees is now in operation. The records are still kept, but for the reason which the Commissioner outlined at the time—that the men's wives and families were mainly penalised under a system of fines—no amount is withheld from the pay. Some misconception arose regarding the date of initiation, January 1 being understood to be the day for the scheme to come into force, instead of December 1. In any cases of fines between those dates, however, Commissioner Evans will give consideration to the circumstances. It may be stated that since the Commissioner adopted the 'clean sheet' for the men, three years ago, the offences have decreased by 50 per cent.

SUSPENDING RAILWAY AWARDS.

(Continued from page 1.)

was 12/8 per day for a qualified man. Mr. Black showed that if no increments were to be granted it would be possible for an apprentice to receive 10/- per week for years. He did not think that increased pay in such cases should be regarded as increments, as those so employed were working up to a normal wage.

Mr. Cargill commenced by referring to the question of the jurisdiction of the Court. He thought it could not be disputed that the Court had ample jurisdiction under the Industrial Arbitration Act, which stated that the Court could at any time vary an existing award, and referred to the *Farrers' Award*, Arbit. Reports, p. 173-77, where, he said, the principle was clearly laid down. Regarding the argument that the Commissioner was seized with fear and should have waited for instructions from the Government, he said that war was declared on August 4th, and it was on August 17th that the Public Service Board was requested by the Premier not to grant increments. As far as was known, there had been no change in the attitude of the Government since that date. The Commissioner made no movement until November, when he found what was likely to be the result on the revenue. He had ample justification for making the application. The railways might be a branch of the Civil Service, but they were provided for within the four quarters of the Railway Act, which placed the responsibility with the Chief Commissioner, not with the Government, though no doubt the Commissioner would pay particular attention to what the Government said. It was idle to suggest that the award could not be varied. The Commissioner was not committing a breach of contract but was taking a prescribed method to obtain a variation of an award. The figures quoted in the affidavit showed that the revenue was decreasing, and he held that they were as fair and accurate to-day as they were when it was filed. The point to be noticed was that the revenue had not come up to the estimates, despite the increases in the latter part of November and in December, and despite the fact that increased freights and fares had been charged during that period. The increase should have amounted to £170,000 for the six months. Stringent efforts had been made to reduce working expenses, which commenced to decrease in September, and in October in the tramways. Some 20,000 men were put on short time, principally on duplication and deviation works. It had been said that only a small sum was involved, and that only 17 per cent. of the men were asked to bear the brunt, but, as he had already said, there were 20,000 men that had already been penalised by being put upon short time, and this was a large proportion of the whole. The Commissioner was not asking a small section to bear the burden. The Commissioner had to meet his interest bill at the end of the year, and there was no prospect of his doing so. He thought the Court would conclude that all reasonable means had been taken to reduce expenditure. He defended the scheme as the only one available. It might be true that some of the salaries of officials had not been touched, but they might be later on. This was only one of the steps that the Commissioner proposed to take to keep the working expenses down to the revenue. In regard to juniors and others, it was to be remembered that unless the Commissioner dealt with the matter through the award, he could not deal with it at all, unless he put the men on short time. With regard to apprentices the suspension might involve hardships, but the course pursued was the only logical one, and was being followed by the Public Service Board.

Mr. Davin, on behalf of the Government, asked the Chairman not to recommend any suspensions that would have the effect of reducing the living wage. The railways, he said, were supposed to make a profit at the expense of any class of its employees. The minimum wage had been standardised at 48/- per week, and there should be no suspension of the wages of those receiving less than that amount. Mr. Beely announced that he would forward his report to Mr. Justice Heydon in due course.

THE RAILWAY LEGION

TWELVE HUNDRED AT THE FRONT.

Of all the Government Departments that of the Railway and Tramway has sent the most men to the front. These two branches of the public service have, as a matter of fact, sent more than twice the number of all the other departments put together, namely 1200. The other departments sent about 500 among them.

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A. J. HOWARD LOCKYER,
Albert Buildings, 115 Bathurst-st., City
(3rd Floor).

TEMPE TRAMWAY DEPOT BOMBARDED

Some of the men at the Tempe Tramway Depot were startled on Friday last by a loud explosion that was immediately followed by the noise of heavy, solid objects falling upon and, in several places, through the slate roof of the building. Everybody thought their cake was dough for the space of a few minutes, but, luckily, no one was injured. It was found that the bombardment was the result of blasting operations that were going on near the depot. A big charge had been fired, and the debris, consisting of earth and lumps of rock, sailed skywards and then came down on the top of the depot.

INDUSTRIAL LEGISLATION.

MARRICKVILLE P.L.L.

The inactivity of the Government in regard to industrial legislation formed the subject of a grievance discussed by the Marrickville Labor League at its last meeting.

It was claimed by several speakers that the Local Government Bill was not so important or pressing as the amendment of the Railway Act and the Industrial Arbitration Bill.

A motion was carried—"That representations be made to the Government urging the importance of bringing in and passing the Industrial Arbitration Bill, together with an amendment of the Railway Act, before the close of this session."

Mr. Crawford, M.L.A., regretted that there was any necessity for the inactivity of the Government in regard to important and long-looked-for legislation, and said that the people had not quite realised the seriousness of the war. He urged them to exercise patience and forbearance, and to realise that the supreme effort of the moment must be directed towards crushing German militarism.—"Sun."

LEGAL QUESTIONS

A reader of the "Co-operator" writes to know whether questions on legal and other matters are answered in the columns of this paper. We have on very many occasions indicated our willingness to give the best advice possible regarding questions of all kinds submitted, and this still holds good. Any reader who cares to submit his inquiries can depend upon prompt attention.

SERVICE UNION AMALGAMATION.

It will be remembered by our readers that the result of the Unity Conference, convened at the instance of the Amalgamated, was the appointment of a subcommittee of union officials to draw up a scheme of Service Union.

So far all the meetings have proved abortive, and amongst the men who favor strongly the One Big Union principle (very largely outside the ranks of the All Grades) this result is viewed with much dissatisfaction. It is felt that some of the union officials are considering the personal side of the question to the exclusion of the interests of Service men. We now learn that a movement is spreading amongst a large section of men to call a mass meeting to take a step further in the direction of All Gradeism. Any such action as this will, we know, be welcomed by Amalgamated men, who desire nothing more than to belong to a union which represents every section of the Service.

TEACHING DRIVERS

The Department has just issued a new regulation specifying the number of trips drivers have during which they have been transferred, which they have been transferred, during the time allowed they act as frequent; but unless transferred at their own request, are paid at driver's rates of pay. In the metropolitan area firemen promoted to drivers must learn the road within three months; outside this area a certain number of trips are allowed on which to become familiar with it.

A TUNNEL SMASH

GUARD JOHNSON INJURED.

An engine that had taken a train of trucks from Hawkesbury to Cowan on Friday morning last was allowed to run back to Hawkesbury down what is known as the bank. It happened that a stock train was running ahead on the same line, and the engine overtook it in the tunnel between Cowan Creek and Boronia south signal box. There was an unexpected smash as the engine struck a sheep truck that was coupled behind the brake van. The buffers of the sheep truck smashed their way through the brake van over the top of Johnson, who was thrown upon the floor, and the locomotive came to a standstill on top of the wreckage; also two other sheep trucks were derailed. When Johnson was hauled out from the wreckage it was found that his injuries consisted of a few cuts about the head and face, and a serious nature. The driver and fireman on the engine were uninjured. Traffic was held up for several hours.

THE SERVICE AND HIS WIFE

Mr. H. Flynn, of the Singleton loco. department, has been transferred to Newcastle, there to undertake the duties of booking clerk. Before leaving Singleton he was entertained at a social and was presented with a silver-mounted umbrella.

Regretfully "The Co-operator" chronicles the death of Mrs. Moxon, wife of Mr. Alfred Moxon, of the Nyngan railway staff. The sad event took place at Wellington on Sunday last.

Mr. W. Hall, S.M., Newtown, has gone on his annual leave. He books for Victoria, and expects to do Melbourne and have a nice sojourn with his friends in Ballarat. He is relieved by Mr. Glanville.

Mr. J. B. Burg, of the Crane Overseers' Department, Bullock Island, has been transferred to Werris Creek. Mr. Burg was the Hospital Fund representative at the Island, together with Mr. T. G. Smith, and collected £8 4s. this year. He was well liked, and will be missed, but the Creek will gain a smart officer and a good citizen.

The need for obtaining specialist treatment for one of his children has compelled Mr. J. H. Stone, S.M., Kelso, to obtain a transfer to a station adjacent to the Metropolis. He has therefore been appointed to Liverpool, from Towrang. Mr. Stone took a prominent part in local affairs of the Bathurst district. He formed and was secretary of the Kelso branch of the P.L.L.; was promoter of the Bathurst Railway Rifle Club, of which he was one of the leading shots, and was a solid advocate of the Amalgamated Railway and Tramway Association. He was also an enthusiastic supporter of League football, for which, as delegate to the association, he did effective service.

Porter Kenneth Kirkman, of Kelso, has been promoted to the relief staff in the Eskbank district. "Ken," as he was popularly and affectionately known to the clients of the department, will be greatly missed from his old post. He ever proved himself a gentleman, both on and off the field of his labours.

Mr. Luke Carton, after 23 years' service in Sydney station signal-box as signalman, has succeeded Mr. Cavanough as officer-in-charge, Sydney station.

Head Shunters Hunt, Lawton, and Clements, Sydney yard, are at present laid up "for repairs."

The tickets for O'Brien benefit sold like hot cakes in a wet trench. This is satisfactory, as it is a genuine case.

CROWDED OUT.

Owing to the publication of the Conference agenda in this issue of the "Co-operator," a number of articles and contributions have to be held over for publication in a subsequent issue. These include numerous reports from branches of the Association and from P.L.L. branches. A report of last Council meeting, a report from the Goulburn Railway Ambulance Rifle Club, contributed article by "A. Marat," a letter from "Sand Fly," a letter from the secretary of the R. and T. Employees' Hospital Fund, an appeal from the War Fund, and a contribution on the subject of the recent Arbitration Court case. The usual budget of war news and comment thereon, together with other customary features, are cut down or omitted for similar reasons.

A MISTY MATTER:

THE INDUSTRIAL COURT DECISION

No. 7 BOARD.

There is still some doubt about the decision given by Judge Edmunds in the appeal by the Chief Commissioner against the Railway and Tramway Officers' award, and we therefore give the text of the judgment as delivered, in order that mist may be dispelled.

His Honor said he thought that the first sentence of clause 27 of the award should be omitted and the following be inserted in lieu thereof: "This award is made on the understanding that all existing privileges as to sick leave, annual holidays, and railway passes shall continue during the currency of the award." In the matter of night officers and relief officers, it was contended that the fourth clause provided for an unreasonable increase in salaries, that they should be reduced, and that the rates for the other classes should suffer corresponding reductions. His Honor said he thought the appeal upon this ground must be dismissed.

"An appeal board has been established," proceeded his Honor, "and I am satisfied that it will, if required, give attention to the claim of pay clerks for increased salary by reason of the exceptional nature of their duties. I therefore leave them to take such action before the appeal board as they may be advised, and dismiss this part of the appeal. The award adopts the classification into seven classes, which had previously existed, but it struck out the special class, £460 to £500, which had previously been in force. The appellants asked for its restoration. No reason appeared to me on the evidence for the abolition of the special class, and I therefore grant the appeal on this point."

The claim that in the lowest grade the officers should advance regularly to a rate of £200 a year was granted by his Honor. The portion of appeal which asked that the award should be varied by making five years' service as an adult entitle an officer to the maximum salary of seventh grade was dismissed. The appeal relating to overtime was also dismissed, and his Honor would not alter the arrangements concerning Sundays and public holidays. "The general claim of the appeal," said his Honor, "must be disallowed, but I see no reason why the addition of Sunday work should not receive extra remuneration." His Honor agreed that increases resulting from the classification under clause 5 should be immediately applicable. The claim for travelling time could not be granted in its general form.

But at the conclusion of his judgment his Honor practically wiped out the whole benefits of the victory in so far as it was entered for the defendants.

"During the hearing of this appeal war was declared, and the conditions of war have since seriously affected the business of the Chief Commissioner. The revenue has been found insufficient to keep all the employees of the department fully engaged, and though I have not been informed of any dismissals yet, I believe that some employees have had their hours of employment reduced. The necessities of this department have a bearing upon the application of this judgment at the present time. Mr. Cargill has stated that a compliance with the conditions of the eleven grounds of appeal would probably involve an increased expenditure approaching £20,000. That fact would not have influenced me to modify the effect of my decision under conditions that prevailed before the war, but the increase at the present time would, so far as I can see, necessarily cause a further reduction of work in the department, and might even result in a reduction of employment to those officers granted increases. I trust that the officers affected by this decision will take the view of the situation that the present war conditions make it impossible to ask for an improvement in the conditions of employment. I therefore suspend until further order the operation of this judgment in those respects in which increases of pay would result."

The war and its results respect no one—all seem doomed to suffer. Profits are reduced, wages are reduced, and the opportunities for work are sensibly lessened. The position as a whole is abnormal, and its conditions are so extraordinary that ordinary measures must be abandoned in many cases and extraordinary measures resorted to. Therefore, those to whom increases are suspended during the currency of the war should seek comfort in the thought that many thousands of Australians are now out of employment, that many thousands must now eat the bread of charity if they would not starve, and that many thousands, on the battlefield and elsewhere, are making immeasurably greater sacrifices for the good of civilisation, in the interests of democracy, and for the sake of humanity at large. These conditions—of unrest, of upheaval, of unemployment, of under-payment, of self-sacrifice, of self-denial, of want, and of patriotic martyrdom—will last while Europe swims in blood and while the smoke of burning cities and desecrated fane darkens her skies. In our peaceful Australia—guarded and safeguarded by our own fleet—no scenes of carnage, no ravished homes, no outraged women, no destroyed temples, no mutilated children, fill us with unspeakable anguish and with bitter hatred. Secure, seemingly, from invasion, no indemnities are demanded from us, and the toll paid to sudden death has thus far been small. Seeing that these things are so, it is the duty of each to take up the burdens which fall to his lot uncomplainingly—seeing that his are as a mote to a beam compared with those so gallantly borne by peoples beyond the seas.

There was a further appeal to the Industrial Court by the Officers' Association, and the question of rights under common law was raised by Mr. Mocatta and argued with such force that the learned Judge Heydon decided to remit the case back to the Chairman of the Board (Mr. Beely). There it rests so far as our present knowledge permits us to write. The 4th, 5th, 6th, and 7th class officers got no increases, and what with high rents and dear food, those with families have been hit heavily.

EXPRESS IN COLLISION

SHEEP TRUCK SMASHED.

At or near Harden on Friday morning last the Melbourne express ran into a heavy sheep truck and smashed it into a number of small pieces. The engine was not damaged and traffic was resumed after a delay of sixty-five minutes.

THE TWENTY-FOURTH CONFERENCE

(CONTINUED FROM PAGE 2)

Amalgamated representatives agreed to a scheme cast on the lines of a closer federation. The Traffic Officers' representatives were unable to be present at the last meeting. It was understood that the tentative scheme as suggested should be reported to the larger committee, which committee would report to the Unity Conference. Owing to the departure of the Officers' representative, Mr. E. J. Munro, to the front, and a number of other disturbing factors, no finality has been arrived at. However, Mr. H. Lawton, Hon. Secretary, informs me that the calling together of the Unity Conference has been made an order of the day for the next meeting of the Grand Council of Railway and Tramway Unions. The prospects of absolute amalgamation are at present remote, but the prospects of a close federation are particularly bright. The Amalgamated Association has been unofficially invited to apply for affiliation with the Grand Council. I invite Conference to consider this suggestion.

UNFINANCIAL MEMBERS.

Some definite attitude ought to be taken up with regard to unfinancial members. From numerous branches throughout the State requests have been received for proceedings to be taken against those who will not pay their just dues to the Association. Owing to various causes no proceedings have been taken, but inasmuch as some men wilfully and persistently flout the Association and insult the collectors, the time seems now to have arrived when we should adopt the same attitude towards these recalcitrants as other unions do—that is to say, proceed against them. I know of no union that allows its members to evade their just liabilities. We can readily obtain verdicts against the men who will not pay, and as they are men in permanent positions, there would be no doubt at all about our ability to collect the money. If only a very small proportion of our unfinancial members were to pay their liabilities the financial position of the Association would be enhanced materially.

In my opinion the time has arrived when the "All Grades" should consider the advisableness of appointing district secretaries. Although good results can be achieved by the despatching of organisers to various portions of the country, I think better results would be obtained by retaining the services of suitable persons in selected localities. They would become identified with the district, and develop the organisation along lines that could not fail to be highly beneficial. Newcastle is rapidly approaching the stage where it is necessary that a permanent secretary should be appointed. There are 1500 members in Newcastle No. 10 Branch, and I am of opinion that if the present secretary, Mr. Thomas Godfrey, could be induced to accept the appointment as a permanent one, and devote the whole of his almost inexhaustible activity to the duties of his office, the result would be a membership in the Newcastle District of at least 3000 within twelve months. Furthermore, a Newcastle secretary could easily cover the ground, say, from Wyong on the south, to Werris Creek on the north. Another centre where a district secretary could be stationed with advantage is at Goulburn, which commands the whole of the south. It is impossible, except at great expense, to despatch organisers to the uttermost limits of the State, but a district secretary thoroughly conversant with district affairs could accomplish much more than organisers on flying visits.

WAR RETRENCHMENT.

The war had hardly begun when the Chief Commissioner initiated a policy of retrenchment. This was strenuously resisted by the "All Grades," but was not resisted to any extent by any of the sectional unions. The Association was successful in having the men at Darling Harbour and Sydney Goods placed upon full time, and was successful in having the men at the Eveleigh Workshops, Honeysuckle Point Workshops, Bathurst and Goulburn restored to full time prior to Christmas, and for the month of January. The next move of the Chief Commissioner was to apply to the Industrial Arbitration Court for a suspension of those clauses of awards dealing with increments. A feeling of unity was displayed by the Service Unions, resulting in all but the Officers' Association combining in retaining Messrs. McCoy and McCoy (solicitors) and Mr. W. H. Mocatta (barrister) to fight the case. The matter came on before Mr. Justice Heydon, and after two days' hearing, the matter was referred to Mr. Beeby, chairman of the Board, sitting alone, and at the time of writing Mr. Beeby is adjudicating upon the case.

NEW HEAD OFFICE.

Shortly after our registration was restored, the Executive determined to seek more convenient and commodious premises for our Head Office. After inquiry and inspection of numerous buildings, it was decided to secure a three-years' lease of the first floor of Bowen Buildings, Cen-

tral Square, opposite the Railway Station. A portion of the premises was sub-let to the M.B. of W.S. Employees' Association, an industrial union, at a satisfactory figure, and the remainder of the space partitioned and subdivided for our own use. Since removing from Orchard's Chambers hire of halls for branch meetings has virtually ceased; not only has a considerable economy been effected, but the convenience, commodiousness and comfort of the new Head Office has been conducive to the more expeditious conduct of the Association's business. It is hoped that upon the expiration of our lease the financial position of the Amalgamated will be buoyant enough to build and move into a home of our own. Kindred Associations in sister States own their own premises. Why cannot we follow their excellent example?

VARIOUS MATTERS.

In view of the prominence which is given in "The Co-operator" to the work of the "All Grades," it is unnecessary in this report to mention specifically all of the important matters that have demanded attention. To do so would almost involve writing industrial history for the past year. Some of the matters that were dealt with in accordance with the best traditions of the Amalgamated, were the Cost of Living Judgment and its application to Wages Boards, the Black Chaff trouble at Wagon, East Greta agreement negotiations with company, Labor Federation affairs, the opening of new branches at Moree, Waterfall, Eveleigh C. & W., Taree, the Electric Light, Randwick "All Trades," and East Greta, legislation affecting railway employees, the Interstate Conference, P.L.L. arrangements, and the multifarious questions which from time to time come up for decision. I have endeavored to obtain full publicity for the doings of the "All Grades" by contributing articles, interviews, paragraphs, and other information to the metropolitan and country press. By so doing the work of the Association has become known and appreciated by thousands of railway and tramway employees who are not members and therefore do not receive "The Co-operator."

CONCLUSION.

Last year in concluding my annual report, I expressed confidence in the inherent vitality of the "All Grades." The intervening time has enabled me to know that the Amalgamated is one of the few unions that can successfully withstand the storm, turmoil and stress of not only a turbulent industrial strife, but of war conditions as well. I have worked persistently, energetically and unceasingly for the "All Grades"—my heart is in the work, and I am more than pleased that my efforts have been attended with a large measure of success. In conclusion, I must express my appreciation of the assistance I have received from the Executive, branch secretaries and officers of the Association in carrying out my onerous duties.

Yours for success,

CLAUDE THOMPSON,
General Secretary.
28th January, 1915.

DELEGATES.

The following is an incomplete list of delegates to the Annual Conference of 1915:—
ALBANY: G. Strauss, porter.
ARMIDALE: G. McPherson, ganger.
ARNDLE: H. Goslen, ganger.
BATHURST: J. Maloney, fitter.
BYRON: Walter Turnbull, fitter.
COVING: W. Hogan, guard.
COYAMUNDRA: James Walsh, fitter.
CULCAIRN: T. M. Green, fitter.
DUBBO: E. Rogers, stationary engine driver.
HARRISON: A. Read, guard.
HURSTVILLE: M. A. O'Donnell, fitter.
MUDGE: R. Musgrove, fitter.
MOUNT KATHERINE: D. Cline, ganger.
MANDIRAMA: G. McDonald, ganger.
MORRIS: A. S. Tickle, ganger.
NARRABRI: F. J. Thompson, signal fitter.
NEWCASTLE: T. Godfrey, tool storeman.
NEWCASTLE PER. WAY: J. Davis, ganger.
TAMWORTH: B. Fallon, junior goods clerk.
TAREE: T. Cowling, ganger.
TAREE: P. Lindemann, examiner.
WERRIS CRICK: George Carstairs, lamp attendant.
WOLLUNGOON: N. Smith, signaller.
WATERFALL: P. Murphy, ganger.
WARD: J. Dickson, ganger.
POWER HOUSE: J. McDonald, engineer.
DARLING HARBOUR: J. Roe, porter; J. Kearney, porter.
SYDNEY: W. Armstrong, spark arrester maker; C. London, assembler; J. P. Munro, studdier; A. Proud, annealer.
ROZELLE TRAMS: A. C. Wallace, driver.

UNRETURNED TICKET BOOKS, 1914

Collector	Jan.-Mar.	April-June	July-Sept.	Oct.-Dec.
E. W. Earl	5161			
R. W. Kenny	8491			
A. Midgley	2101, 2361			
J. Brennan	4161			
A. R. Collins	5841			
J. McSpadden	5861			
R. Cowling	8861			
E. Collier	4121			
T. W. Burns	5801, 5811			
T. R. Robinson	8091, 8011			
W. Arnott	9431, 9441			
R. H. Brown	1971, 1981			
G. Gerrard	6961, 6971 and 6981			
J. W. Smart	7381			
J. Whitaker		9721		
A. Milsted		9121		

Particulars of Branch Returns not to hand.

Narrabri not in not in
Singleton not in not in
Note.—The two branches abovementioned have been written to several times. Without result otherwise than as noted.

TRAM OFFICERS: H. G. Tighe, acting sub-inspector.
TRAM SIGNALMEN: J. L. Long, tram signaller.
SIGNALING: J. N. Harford, driller.
PUEBLING: J. Lattimer, fuellman.
REPAIRS: W. Sare, porter; Geo. Armstrong, porter.
MAINTENANCE: J. H. Hopkins, signal section man.
RANDWICK "ALL TRADES": E. Yates, chairman; J. H. Higgins, head storeman.
PICKERING: J. J. Griffiths, fuellman.
ORANGE: J. McKinney, driver.
PENRITH: W. R. Bailey, storeman.
PARRAMATTA: E. Sparrow, porter.
SINGLINGTON: T. Eather, gatekeeper.
ELECTRIC LIGHT: James Kelly, Sydney examiner.
EXECUTIVE OFFICERS: Edmund Lawrence, railway booking clerk; E. D. Campbell, ganger; V. G. Kavanagh, engineer; H. Stanley Odeil, foreman's clerk; George H. Stokes, belt attendant.
Delegates who have been appointed by their Branches whose names do not appear in this list, should notify Head Office at once.

NOMINATION OF OFFICERS.

KEEN CONTESTS POSSIBLE.

The following members of the Amalgamated have been nominated as officers of the Association for 1915-1916:—

President:

E. D. Campbell.

Vice-Presidents:

J. W. Roe.

C. London.

F. Pinstone.

C. West.

V. G. Kavanagh.

M. A. O'Donnell.

J. McDonald.

G. Armstrong.

Treasurer:

E. Lawless.

A. Evers.

W. Sare.

Executive:

A. Evers.

P. P. Healey.

E. Savage.

W. H. Bayliss.

M. A. O'Donnell.

J. Mulder.

J. McDonald.

G. Armstrong.

W. Sare.

J. O'Sullivan.

A. J. Smith.

H. Stanley Odeil.

COUNCILLORS.

Traffic:

J. Kearney.

J. Stead.

J. M. Hamilton.

G. Warby.

G. Armstrong.

W. Sare.

K. Davidson.

Loco. Running:

Geo. Schmidt.

A. J. Smith.

Pearson.

G. K. Williams.

H. Davis.

Loco. Mechanical:

J. Kelly.

P. Pinkston.

W. J. Armstrong.

Tramway Traffic:

G. Mulder.

J. L. Long.

P. P. Healey.

Trams Generally:

W. Hartill-Law.

E. Dooley.

P. S. Newton.

E. Yates.

A. E. Vore.

Sanitary Officers:

R. Larsen.

H. George Tighe.

G. J. Stokes.

P.L.L. Conference:

No nominations.

The following will be required:—

4 Delegates.

4 Alternate Delegates.

LOCO. MECHANICAL

H. Goodman.

A. Bennett.

J. N. Harford.

P.L.L. CONFERENCE.

Branches are requested to note

that delegates to the P.L.L. Conference

will be elected at the Association

Conference. Nominations are

now being received.

Copies of the official minutes of

the proceedings of the Interstate

Conference, recently sent to Ade-

laide, have been forwarded to all

branches. Additional copies will be

available for delegates at the Confer-

ence.

NOTICE OF MOTION.

The following are notices of motion by the Executive and Branches, and the standing orders and order of business as recommended to Conference by the executive:—

STANDING ORDERS.

The executive has decided to recommend to the Conference the adoption of the following standing orders:—

(1) An opening speaker to have five minutes, and each succeeding speaker three minutes each, the opening speaker to have three minutes only to reply. No more than one extension of time to be allowed.

(2) If two speakers speak in the affirmative (or in the negative) in succession, and no speaker rises to oppose, the question shall be put by the chairman.

(3) Only one amendment upon any one motion shall be received at a time, and such amendment must be disposed of before any further amendment can be received.

(4) Questions of order shall be decided by the chairman, whose ruling shall be final, unless it is immediately challenged by a formal motion submitted to the Conference.

(5) Hours of sitting: Monday, 10 a.m. till 12.45 p.m.; 2 p.m. till 6 p.m. Tuesday, 9 a.m. till 12.45 p.m.; 2 p.m. till 6 p.m. Wednesday, 9 a.m. till 12.45 p.m.; 2 p.m. till 6 p.m.

Note.—Delegates will be entertained at a smoke social to be held on Tuesday, 16th February, at the Trades Hall at 8 p.m. Delegates should keep this evening clear.

ORDER OF BUSINESS.

1. Roll Call.
2. President's Address.
3. General Secretary's Report.
4. Nomination of Officers.
5. Election of Officers.
6. Debate on Rule 33.
7. Rules.
8. Big Union Federation.
9. Interstate Conference Matters.
10. "Co-operator."
11. Other business.

Note.—The nomination of officers to be the first business taken after Conference assemblies on Tuesday morning. The election of officers to be the first business taken after the luncheon adjournment on Tuesday afternoon.

CREDENTIALS.

Delegates must hand their credentials to the credential committee—Messrs. McDonald and O'Donnell—prior to 10 a.m. on the opening day of Conference. All delegates must be in possession of membership tickets, showing them to be financial to date.

"BIG UNION" FEDERATION.

EXECUTIVE.

1. The Executive having considered the Constitution of Rules of the "Big Union" Federation, urges Conference to adopt the Constitution and Rules and affiliate with the Federation.

The vital clauses of the Constitution are the following:—

(16) Every affiliated organisation shall at the earliest opportunity notify the General Secretary of the Federation of any dispute which may involve an industrial disturbance or any proposed alteration of existing industrial conditions in the industry in which such organisation operates. The General Secretary shall make a record of all such matters in a special book kept for that purpose, and immediately upon receipt of such notification refer all such matters to the Council, who shall determine the course to be adopted by the organisation immediately concerned as well as by all affiliated organisations, and such decision shall be binding upon the organisation immediately affected, and upon all other affiliated organisations.

(17) No cessation of work or disturbance of existing industrial conditions (which may involve an industrial dispute) by any affiliated organisation shall take place unless and until the matter has been laid before the Council and the Council has so decided.

(18) In the event of any industrial disturbance or dispute or alteration of industrial conditions in which any organisation or organisations not affiliated with the Federation are concerned, the Council shall take official notice of the matter and shall discuss and decide the attitude to be adopted by the Federation and every affiliated organisation, and no affiliated organisation shall act or refuse to act in regard to such dispute or disturbance of industrial conditions except as decided by the Council.

"CO-OPERATOR"

REDFERN.

2. That the question of terminating the agreement with "Co-operator" Newspaper Co. be again seriously discussed by Conference.

3. That country Branch Secretaries be made responsible for the distribution of "Co-operator" to financial members. A sufficient number of "Co-operators" be sent weekly to each Branch Secretary, the number

of papers sent to be based on the previous quarter's returns.

GUARDS AND SHUNTERS.

4. Why cannot "Co-operators" be despatched from Head Office and paid for accordingly, instead of being sent out by Marchant and Co. and charged to Association without check.

Executive Note.—Marchant and Co. do not despatch the "Co-operator." This is done by the "Co-operator," Ltd., which has the necessary machinery. Head Office has no machinery for addressing, wrapping, bagging, and so forth. Furthermore, the "Co-operator," like all other newspaper proprietors, is allowed to send out newspapers at the rate of one penny per pound—usually 7 or 8 newspapers go to the pound. Head Office would have to pay a halfpenny each per single copy.

5. That notice be given at this Conference for termination of contract with "Co-operator."

6. How many financial members of Association receive the "Co-operator"? How many "Co-operators" are issued and paid for by the Association?

Executive Note.—This information is being compiled, and will be available when Conference meets.

DARLING HARBOUR.

7. That this Branch submit all correspondence addressed to the "Co-operator" intended for publication by financial members of the Association, relative to the general principles of unionism, together with that of the Branch, to which the member or members may belong, be published without discrimination, and further, that in future the paper be supplied only to financial members of the Association.

ADMINISTRATION.

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

GUARDS AND SHUNTERS.

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

Executive Note.—The only complaints received have been from financial members. When the opinion of the General Secretary is requested as to likelihood of success of appeal it is given frankly and cordially. He does not strive to deceive members by raising false hopes when they have weak cases. The General Secretary does take up all cases from financial members irrespective of his opinion of their merits.

REDFERN.

10. That the following scale of payments be made to Branch Secretaries in the metropolitan area.

Executive Note.—The present scale of payments, the Redfern Branch proposed scale of payments, and comparisons with payments by other unions, will be made available at Conference.

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

EVELEIGH.

12. That the salary of the Eveleigh Branch Secretary be £ per year.

DARLING HARBOUR.

13. That the whole of the country branches be placed on the same footing as metropolitan branches re financial standing, and that all moneys be sent to Head Office.

14. That a quarterly financial statement be published.

15. That, owing to the immense amount of good work done by the organiser, now partially appointed, this Branch recommends that three permanent organisers be appointed with a fixed salary and commission on all new members who did not previously belong to the Association. The organisers to be chosen from and appointed by a ballot of the branches, and all work carried out by these men to be under the direction of the Executive.

UNFINANCIAL MEMBERS.

NEWCASTLE.

16. That this, the 25th annual conference of the N.S.W. Amalgamated Railway and Tramway Service Association, instructs the General Secretary to sue unfinancial members in all cases where he is satisfied that there is a just claim for arrears.

17. That the General Secretary take action immediately after Conference to recover outstanding arrears, especially from those members whose names may be sent down by Branch Secretaries. (No action to be taken with any other branches of Newcastle Branch; only those who will be sent down in batches).

GUARDS AND SHUNTERS.

18. That legal proceedings be taken to recover contributions from members 12 months in arrears.

SYDNEY.

19. That the General Secretary be given power to take proceedings against any member owing over 6/- without reference to Executive.

LEGISLATION.

ARMIDALE.

20. That the Superannuation Act be altered so that the wives of employees receive the superannuation after the husband's death.

GENERAL STORES.

21. That a uniform wage be established for all persons employed in the Railway and Tramway Service.

22. That the rule which prohibits all persons engaged in the Railway and Tramway Service from actively taking part in politics be eliminated from the Staff Rules and Regulations.

NEWCASTLE.

23. That full civic rights be granted to all railway and tramway employees to allow them to be candidates for Parliament by granting them leave of absence for the necessary time during the elections, and in the event of defeat, that they be allowed to take up their old positions again in the service.

24. That 8 hours be granted to all employees, and that 96 hours constitute a fortnight's work for all.

25. That Parliament be requested to alter the Railway Act to read that all employees of Railway and Tramway Commissioners, on retiring from the Service, be granted one week's pay for each year of service, also a holiday pass.

26. That Parliament be requested to give preference to Australians and Britishers, regardless of rank, position, or salary or wages, over foreigners of the type now fighting against the British and her allies.

27. That Parliament take the necessary steps to remove all foreign enemies to the British from any position they may be now holding.

28. That the Workmen's Compensation Act be altered to provide that compensation be paid to any dependents living anywhere in the Commonwealth.

29. That the 10/- minimum of the Labor platform be strictly adhered to, especially in regard to gatekeepers, who are receiving less than the minimum wage.

30. That the Minister for Railways be urged not to recognise any non-unionist by paying them any of the award rates fought for and paid for by unionists, and that they receive no increase or benefits so derived, until such time as they join a union.

TRAMWAY TRAFFIC.

31. Non-unionists.—That award rates of pay and improved conditions of service should only apply to unionists, and that the Railway and Arbitration Acts should be amended (if necessary) to provide for same.

SIGNALS.

32. That, in the opinion of this Conference, it is expedient that the initiative and referendum, a plank of the Labor platform, be immediately brought into force by an Act of Parliament.

REDFERN.

33. That the Government be again impressed with the necessity of passing legislation dealing with the eight-hour question, and pointing out the fact that juniors in the employ of the Chief Commissioner for Railways and Tramways are working 9 and 10 hours per day, whilst seniors are in receipt of the 8 hour benefits, such conditions creating a grave public scandal.

TAREE.

34. That conference try and obtain an amendment of Superannuation Act to provide that the wife of an employee who is receiving the allowance receive same while she remains a widow; if he is a widower with children under 18 years of age, same to be paid to them.

QUEANBEYAN.

35. That Minister for Railways be asked when he intends to bring in a bill to amend the Railway Act.

MY BEST RECIPE

FRENCH PANCAKES.

Ingredients:—2oz. butter; 2oz. sugar; 2 eggs; 2 tablespoonsful flour; 1 pint milk; a little jam.

Method.—Beat the sugar and butter in a bowl to a cream. Add the beaten eggs and then the flour lightly, and lastly the milk. Pour into well-greased saucers. Bake in a quick oven until set and a pale golden-brown color. Turn them on to a sugared paper. Spread a little hot jam on one half and fold over the other half. Serve immediately on a hot dish. Sprinkle with fine gaster sugar.

BROWN PUDDING.

Ingredients:—1lb. flour; 6oz. suet; 1 teaspoonful treacle; 1 egg; 2 teaspoonful milk; 2 teaspoonful carbonate of soda.

Method.—Mix the flour, soda, and suet together, and add the egg beaten, also the milk and treacle. Mix thoroughly, and pour the mixture into a well-greased pudding-mould. Cover with a greased paper, and steam for three hours. Turn out on to a hot dish, and serve with hot treacle or with white sauce.



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THE AFFAIRS OF WOMEN



I am Always at the Disposal of our Women Readers.

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

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



LITTLE THINGS THAT COUNT.

In beauty culture, as in dress, it is the little things that count. The burnish on the hair, the polish on the nails, the carefully kept eyebrows and eyelashes—all these trifles give that well-groomed air to a woman which is so essential if one wishes to look really nice. And where is the woman who does not?

After a shampoo, the hair, though soft and silky to the touch, invariably lacks a good gloss owing to the fact that the shampooing has temporarily removed all oil, natural and applied. To remedy this, when the hair for five or six minutes, following fingers should be dipped in a little toilet paraffin and the scalp well massaged. Only a very little paraffin will be required, as it is by no means necessary to make the hair in the least greasy, but the little applied must be thoroughly rubbed in. Then smear a little of the paraffin on the palm of the hand, and upon this rub the ends of the hair. Then take a perfectly clean brush, and brush the hair for five or six minutes, following this brushing with a few strokes with an old silk handkerchief folded as a pad. The hair will then look like silk and be beautifully burnished, showing every bright light.

A little attention twice a week will keep the hands in perfect condition. First rub the nails over with a slice of lemon (this is better than any bought nail bleach for whitening and removing stains from them), then smear with any polishing powder, and brush two or three times with the chamols leather pad, or, if that is not handy, a piece of chamols leather folded in three. Whenever the hands are washed, after thoroughly drying them, rub the nails of both hands against each other briskly two or three times. This preserves the polish, takes no time, and gives no trouble.

Well-defined eyebrows give expression to the face, and no one should neglect the care of their eyebrows and eyelashes if they wish to look their best. A little bay rum applied to the eyebrows in the morning with a soft brush is most beneficial to both the growth and the color. Scanty eyebrows should be rubbed every night with the tips of the fingers dipped in yellow vaseline, stroking the hair either straight or in an arched direction according to the shape desired, for much can be done by careful manipulation to improve the shape of the eyebrows and darken the color.

For the eyelashes a little yellow vaseline smeared gently along the roots will keep them soft and silky, darken the color, and increase the growth. Do not allow the vaseline to enter the eyes.

THE HEALTH OF WOMEN

The health of our women is a matter of national importance, as upon it depends the future of the nation. Every woman, especially those who are suffering, should read "Women's Guide to Health," a valuable little medical book, which will be sent free to anyone sending name and address to Dept. 131A, Ladies' College of Health, 54 Oxford-street, Sydney.

I STUDY MINOR DETAILS.

"Trifles make perfection, and perfection is no trifle," said a wise man once. And this is infinitely true of dress in general, and this summer's fashions in particular.

By "minor details" I mean the dainty frills, and little accessories of a woman's dress. I always maintain that it is by careful choice and judicious arrangement of these that a woman can best express that subtle feeling that we call "taste."

First of all, as to the choice of colors. I try to avoid the fallacy of thinking that because so-and-so looks nice in a particular style, or because that style is "all the go," that I shall be showing taste if I select it for myself. Age, general build, and above all, suitability must be taken into consideration.

Fortunately, there is no lack of variety in the choice of colors at the present moment. And the most fashionable of all is the white pique collar. This can be worn by almost any girl, and with practically any costume or dress.

If I choose a colored or flowered collar I take care that the color is one that will tone with that of the dress or costume.

Those who are "not as young as they used to be" will find it a wise plan to avoid a dead white near the face, and will choose, instead, a pale cream or delicate ecru, as this is less trying to the skin. The fashion creators have been kind, and are providing some delightful designs.

Ties and fancy bows also give a dainty finish to a pretty blouse. I always remember that, however much I may pride myself on my good taste in dress, I may not always be the best judge of what suits myself. So I try and find out from my friends whether I look best with the crisp crispness of the tailor bow, or with the softer and more youthful sailor knot.

Ruffles are very much in vogue this summer, and some of them are especially smart. These ruffles in fine tulle or net, and finished off with black satin ends, are certainly very smart and becoming.

Very few things affect the face more than the veil, and if you wear one you cannot be too careful in its choice. If you are young and have a good complexion you will not wear one at all.

A HINT ABOUT THE CHIN.

A pretty white chin adds much to a girl's attractiveness, and the Frenchwoman who has mastered all these little secrets of the toilet takes away much of the trouble of making and keeping her chin soft and white.

A simple means is to rub the chin gently with a slice of lemon from which the pips have been removed; then, after allowing the juice to remain on the skin for, say, five minutes, wash off with a lotion made by mixing ten ounces of double distilled rose-water and one of eau-de-Cologne.

After cleaning the teeth each morning, take a piece of chamols leather and rub the front teeth, polishing them with the leather without using powder of any sort. The chamols leather should be kept expressly for the purpose, and washed out each day after using.

THE LESSER THINGS.

The success of the summer frock will depend largely on the touch of genius in lesser things, and the sash is to be a very noticeable feature of both coats and frocks just now. These are particularly broad, and are so arranged that they do not show the waist-line at all.

THE COMPANIONABLE MOTHER.

Are you a companionable mother? Do your children feel that you are their comrade, their confidante? Even though you may be busy or at the bread board, do you take time and pains to give attention to them, to answer their questions, to interest yourself in their occupations and their plans? Do they feel that no matter how much mother has to do she is always ready to listen and to sympathise—in joy or in sorrow?

When you and the children go for a walk together, and on little outings, do you try to see things from their standpoint? Do you seek to cultivate their powers of observation and enjoyment? Do you enjoy with them the outing and the scenes around you, or

are you so engrossed in your own thoughts, your own perplexities, that you walk along unseeing, unhearing, so that the children at last tire of such an abstracted, indifferent companion and are not especially eager to go when you propose to walk?

Or have you always displayed such an interest in your children's questions and plans, hopes and fears, that they know that when the mother turns a deaf ear to them they may still go to mother and find help and sympathy?

COMPANION AND CONFIDANTE.

It is not always easy, when a mother is very busy, to give time and attention to the queries, the interests, of the little ones. In some occupations, of course, it is impossible; but there are others, such as baking and sewing, and the more mechanical forms of housework, which may be done well, and yet mother may be able to converse with the children at the same time. The mother who does not make a companion and a confidante of her child in the early days will be apt to have a hard time in later years when she realises the necessity and desirability of being its best friend. The child who does not receive confidence and attention at home will surely seek it elsewhere.

So watch the early days, mother, and the busy days, and make your children feel from the very first that of all dear comrades, companions, and confidantes, mother is the dearest and the truest.

HOUSEHOLD HINTS.

BLACK CASHMERE APRONS.

If black cashmere aprons are washed in cold water with a little soap, then rinsed in plain cold water and hung in the air to dry, they will keep a very good color. Warm water will turn them a rusty black.

AN ALPACA SKIRT.

To renovate an alpaca skirt damp a cloth and lay it on the wrong side of the material; press with a moderately warm iron till the cloth is dry; continue in the same way all round the skirt. This will give it a new appearance.

TO SHRINK GINGHAM.

Lay the cloth in a large tub of lukewarm rain-water to which a handful of salt has been added, taking care to place the cloth in the original folds. Let it soak until the folds are thoroughly wet through, then remove from the tub, and, without wringing, pin on to a line in the open air. This will dry perfectly smooth and the color will not run.

A HINT FOR COTTON VOILES.

The charming gowns and blouses made from cotton voile seem to lose their crispness after washing, looking not half so fresh and pretty. If, after they are washed and dried, they are dipped in a solution of gum-arabic and water (a teaspoonful of powdered gum-arabic to one pint), rolled in a cloth and ironed wet, the garments will look quite new again.

TO WASH SATIN.

Make a good lather with soap, wash the satin, rinse in cold water to which a little gin has been added, and iron on the wrong side, when the material should look equal to new.

CROCHET OR KNITTED TIES.

To prevent gentlemen's ties from stretching, stitch a piece of narrow ribbon along the centre on wrong side, the entire length of the tie.

A BLOUSE HINT.

When cutting out the lining of a blouse yoke be sure to cut it the

THE RAILWAY AND TRAMWAY HOSPITAL FUND

WHAT IS BEING DONE.

A BIG MAINTENANCE BILL.

A meeting of the Railway & Tramway Hospital Fund committee was held at the Railway Institute on the 8th inst., when there were present: Mr. W. H. Swain (president), Mr. J. W. Wright (vice-president), Mr. J. Smith (treasurer), Mr. Geo. Birch (more auditor), Mr. W. A. Cuneo (secretary), Mr. W. J. Carr (vice-secretary), and Messrs. O. Joyce, R. D. Wright, K. Davidson, G. Wray, J. A. White, P. S. C. Clarke, S. Hensen, J. W. Nicholson, and P. Tinkler (members of the committee).

CORRESPONDENCE.

The following correspondence was read: From the secretary of the Tweed River hospital, announcing that a refund to Mr. William Slater, of Burringbar, would be made at once.

From the District Superintendent, June, saying that he would readily assist the Committee in getting in late lists in his district.

From O. W. Brain, Electric Engineer, acknowledging the executive's report.

From G. E. Cowdery, concerning the loss of Mr. Cooper's letter, containing the sum of £4/6/9, between Newcastle and his office.

From Mr. Stanley Johns, concerning his late lists, and offering to pay interest on the money collected.

Mr. M. M. J. Carroll, with the Adelaide Railway Hospital Fund's annual report enclosed, and containing pleasant references to the N.S.W. fund, and divers letters of detail governing the working of the fund.

Apologies were received on behalf of Messrs. G. H. Keddie, E. E. Freeman, and Mr. W. E. Newell, for non-attendance.

Mr. O. W. Brain's reply to the executive's report on the collection methods, was received with satisfaction. It reflected a keen insight into the difficulties, and sympathy with the committee's work.

Regarding Inspector Cooper's lost money, the secretary reported that the matter was well in hand, and that the Tramway Engineer was following the matter up with keen interest. He was also pleased to say that the debit left by Mr. Newell at the Ultimo Depot had been wiped off by a cheque received through the Chief Accountant for £3/19/6; that Mr. Johns had already been written to, and requested to forward the cheque due without further delay, but it had not come to hand so far.

The secretary also explained that he seldom troubled the committee with so much detail literature, but at times he thought it necessary to show the inner working of the business.

THE EXECUTIVE'S REPORT.

The secretary read the executive's report on the working of the fund's same way of the material as the outside, otherwise it will be unsatisfactory and will not fit.

ECONOMICAL HINTS.

Newspapers cut as finely as possible make a good filling for cushions. Stockings, if unravelled, can be used to make mats and rugs; they can also be used for the inside of iron-holders.

IMPORTANT TO LADIES.

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

collections, and the best way to deal with late list holders. Regarding the former, it was found that it might be injurious to the fund to place any more clerical work on collectors who, in the majority of cases, had no means to carry it out properly. On the latter, the executive directed the secretary to give seven days' notice to all delinquents to return lists and moneys, and if their request was not complied with, to write to the heads of the branches the list holders were attached to. The report was adopted.

The secretary reported that the correspondence arising out of the executive's recommendations had been dealt with. He had sent a full text of it to the Electric Engineer, and they had his courteous and sympathetic reply. To the late list holder she had written in the terms laid down in the executive's instructions.

In some cases lists had come in and no money, in others money had come in and no lists. The meeting was unanimous in supporting the executive's action, and agreed that the fund's business was now too big to be dealt with loosely, and late list holders would have to be dispensed with if an improvement was not reported. The secretary announced that he had closed the revenue, and sent the lists to the auditors.

ALTERATION TO RULE.

The secretary introduced an alteration which he considered necessary in clause 5 of the instructions printed on members' cards. He found great difficulty in getting refunds from hospitals; members that paid fees to hospitals who were in agreement with the fund, and he proposed that a return to the old rule would be beneficial. Members' cards contained all the information necessary for subscribers, and the refund notices might be cured by making it an exception rather than a rule not to grant refunds to members who paid fees to hospitals that were in agreement with the fund, and which were printed on their cards.

After a little debate, the amendment in instructional clause 5 was adopted, and ordered to be printed on the next year's issue.

The secretary asked for direction regarding the date acceptable to the committee for the final meeting of the present financial year. After discussion, it was decided that the next meeting be held on January 29.

ACCOUNTS.

The following accounts were then read and passed for payment:—Mr. Carr moved, and Mr. J. W. Wright seconded—

No. Days.	£	s.	d.
Prince Alfred Hospital	413	44	5 5
Goulburn Hospital	391	41	18 2
Sydney Hospital	284	39	8 11
Lithgow Hospital	49	5	5 1
Balmain Hospital	10	1	1 7
Newcastle Hospital	179	19	18 9
Berrima District Hospital	31	3	6 6
Marrickville Hospital	46	4	18 7
Tweed River Hospital (Murrumbidgee)	11	1	3 7
South Sydney Women's	28	3	0 0
Cowra Hospital	8	0	17 3
Cooma Dist. Hospital	6	0	17 2
Dungog Hospital	64	6	17 2
Total	1522	£163	18 2

Refund Accounts:—

To William Sutton, P.O. Gunning, Maintenance in Goulburn Hospital, paid in error, 13.10.14 to 24.10.14, at 15s per week, £15/9.

Mr. J. Flucane, Railway Parade, Kogarah, maintenance in Lewisham private ward, 9 weeks at 15s per week; receipts produced, £6/15/-.

Total two accounts—£8/-/9.



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All these healthy lads know what they are talking about. They live a strenuous life, and always wish to be in fit condition; but bruises, abrasions, cuts and hurts are bound to come their way, in the natural course of events, and it is when these occur that they prove the worth of Rexona, the Rapid Healer.

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There are so many uses for Rexona that everyone is using it now. One day it may be found useful for the minor hurts which are forever occurring in everyday life, and another day it will prove invaluable for the more serious troubles, such as Piles, Hemorrhoids and various forms of Skin Disorders. People in every class of life use Rexona, from the highest to the lowest, and Rexona brings relief to all; so get a 1/6 pot of Rexona to-day, and you will soon find it so useful that it will not be long before you are getting the larger pot holding nearly four times the quantity, for 3/-.

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REX "REX" HAM PATE

and still need few medicines. For Rex Ham Pate is Ham in its most easily assimilated form, being ground fine and seasoned with good spices, according to a well-tested "Rex" Recipe.

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All Grocers sell Rex Ham Pate in a neat, liberal-sized tin. Try it to-day.

OTHER REX CANNED DELICACIES INCLUDE—

Veal and Tongue Pate, 1 1/2 lb. tins.
Pork Brawn, 1 lb. tins.
Pork Sausages, 1 lb. tins.
Pork and Beans, 1 1/2 lb. tins.
Pigs' Feet in Jelly, 1 lb. tins.
Lunch Tongues, in Jelly, 1 lb. tins.
Rex Sheep Tongues, in Jelly, 1 lb. tins.
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FAIR'S ON

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THE TWENTY-FOURTH CONFERENCE

CONTINUED FROM PAGE 5

ceed home, and also to take them back to camp on arrival from their homes, particularly when gangs are working midway between stations.

TAREE.

99. That all travelling water tanks supplying water to railway camps be supplied with covers; that fitters and gangers in country districts have preference over new appointments for vacancies in the metropolitan area, such vacancies to be sent through all divisions.

WYONG.

100. That the starting time for fitters be 6 o'clock in summer and 7.30 in winter, whether trolly shed is at end or middle of length.

101. That all correspondence of an important nature be immediately acknowledged by the department, and that all correspondence sent out from officers of various departments be dated.

BLACKHEATH.

102. That the Chief Commissioner be asked to supply shelter to fitters, to be used during meal hours, a fly or 12 x 14 being suggested.

WERRIS CREEK.

103. That Conference be asked to take up the matter of charge money for gangers of fitting gangs, with a view to getting the charge money which is at present 1/6 per day put up to 2/6 per day, as their responsibility is great and should be worth more than 1/6 per day.

104. That all gangers of Per. Way gangs receive at least 2/6 per day extra for charge money. It is considered that 1/6 extra per day for gangers is not sufficient for the extra work and responsibility they have.

TRAMWAY TRAFFIC.

ROZELLE.

105. That to obviate the risk of accident to conductors owing to their continual presence on the footboards, in building or re-modelling of cars a corridor or central passage should be provided.

106. That to avoid risk of accident to passengers and intending passengers, exit and entrance from the off side of tram cars should be prohibited, and that means should be provided whereby the off side may be barred and footboards raised.

107. That the Tramway Supt. be requested to expedite the provision of the side-door on drivers' platforms of the "O" type tram car, so that the majority of cars may be altered before next winter.

108. That the Tramway Supt. be requested to have the sand-gear of the "O" type car altered to prevent the dumping of the outlet, which has the effect of retarding the free running of the sand.

SYDNEY.

109. That bathrooms be provided wherever found necessary, such as running sheds and repair shops, and anyone or body of men that may be employed in any dirty work, such as stripping boilers, taking out boiler tubes, sweeping down fire-boxes, or any other dirty work, should be allowed a half hour before knocking off work.

110. That those men whose work lies outside should be provided with oilskins as well as plain boots.

WERRIS CREEK.

111. That Conference be asked to deal with the matter of Lux light attendants. The Lux attendant at Werris Creek has been recommended for a rise, but has not received any. It is considered unfair that a Lux light attendant should get only 8/6 per day, whilst fuelmen and others are getting 9/- and 9/4 per day. They ask, therefore, that they shall be paid 11/- per day, as they are solely responsible for all lights in the loco, as well as the shunting yards.

112. That Conference be asked to take up the matter of a meal room at Werris Creek for loco. employees, players.

EVELEIGH.

113. That members of breakdown gangs be paid double time for their services from time of call out until return to depot, as this is a special class of work, and members are called at any hour of the night, cold or wet, and have to proceed to the scene of accident, working high pressure to get the line clear, often going for many hours without refreshments.

114. That fitters' assistants be paid double time for Sunday and holidays, as well as fitters.

115. That Chief Commissioner for Railways be asked to build refreshment room and lavatory for men at the Eveleigh Running Sheds.

116. That fitters' assistants get their proper classification by departmental officers.

117. That blowing down engines in running shed cease.

NEWCASTLE.

118. That covering be erected over pits and wagons at Hamilton and Port Waratah so that firemen may have protection from the weather.

GENERAL RESOLUTIONS.

119. That, it is in the best interests of the community that all engines, carriages, tram cars, wag-

ons, and other rolling stock should be manufactured by the State in State workshops.

120. That, inasmuch as the Chief Commissioner for Railways and Tramways made the anticipated increase of wages to tramway employees consequent on the expiration of their award, the excuse for increasing fares, and seeing that no increase of wages has been granted to the employees, on the contrary, the Chief Commissioner resisting the rightful payment of increases, this conference is of opinion that that increase of tramway fares was obtained by practically what amounts to false pretences.

GENERAL STORES.

121. That our Association affiliate with the Workers' Education Association, and that a delegate be elected from Conference in order that report may be given at next Conference of the work done by the said Workers' Education Association.

GUARDS AND SHUNTERS.

122. Seeing a sub-committee was appointed at last Conference to try and bring about amalgamation of unions, what action did it take? What was result? Has any endeavour been made since?

Executive Note.—The "Unity Conference" convened by the Amalgamated has met. A report on this matter appears elsewhere.

123. Owing to the unfulfilled promises of the present Labor Government (re ending of Royal Commission, Appeals Board, etc.), a no-confidence motion be placed on the minutes of A.G.M.

124. Protest against any retrenchment or reduction of wages owing to war.

SIGNALS.

125. That the present system of making applications to join unions before entering the service is against the best interest of the union.

126. That steps be taken to allow the branches to post up branch notices in the workshops.

127. That the action of the Government in placing low wages men on short time while the higher paid officials are exempt is strongly condemned.

WERRIS CREEK.

130. That as there is daily demonstrated the necessity for a closer relationship amongst all service unions, further efforts be made by our Association to bring about an amalgamation or federation of all service unions in the State.

QUEANBEYAN.

131. That inquiries be made re the working of the Defence Department at the Royal Military College at Duntroon.

DARLING HARBOUR.

132. That we, the members of this branch, desire to bring under notice of Conference the manner in which men have been victimised, and that a deputation be appointed to wait on the Minister for Railways and have these cases in point placed before him, and have a thorough understanding that when men are taken before a Police Court and found not guilty, that they be immediately reinstated and paid for time lost thereby.

NEWCASTLE.

133. That this Association take steps to recover all back money due to employees by virtue of clause 26 of the Industrial Arbitration Act.

134. That the Association urge all unions, before admitting a member, to ascertain if he has a clearance or is financial in his previous union, and, if unfinancial, to not admit him till he first pays or arranges to pay all arrears owing, such arrears to be paid to his previous union, less an amount agreed upon for collecting same; to be sent also to all unions in the State.

SYDNEY.

135. That in future the Amalgamated R. and T. Association will at once take action in court to recover all moneys as wages due to employees under the various awards, which is very often deducted from their wages by recommendation from their various committees or gangers.

136. That a committee be appointed to draw up a scheme for an annual art union, the same as the Druids', or picnic, to take the place of the late Railway Band Picnic, and such to take place on Bank holiday, 1st August, and each branch to appoint one committeeman.

137. That, in the opinion of Sydney Branch, the time is opportune for the Association to take into consideration at the next A.G.M. the advisability of assisting financial members who may own a piece of land to build their own homes.

138. To have a representative from each dept. before the Wages Boards to be present when the dept. officers are called upon to rebut the evidence of the men.

LITHGOW.

138a. Recommendation to Conference to invest £20 in the Lithgow Trades Hall by taking up 20 £1 shares in same in the name of the Association. Shares to be paid for from the general funds.

RULES.

The Executive recommends that notice of motions by branches on the subject of rules be put as amendments to the draft rules as drawn up by the executive.

GRANVILLE.

139. Old Rule 5: That no life member outside of the Railway and Tramway Service be eligible to hold office at any Council or Conference.

140. Old Rule 7, new Rule 16: Should any member owe 9/- or more the Executive shall, on giving notice of arrears in the event of such amount not being paid within 7 days of each notice, sue immediately.

TAREE.

141. Old Rule 7, new Rule 10: That suitable medals be struck for women gatekeepers.

BYROCK.

142. Old Rule 7, new Rule 9: That a system of yearly tickets as medals be adopted by the Association, and the present system of quarterly tickets be abolished.

DARLING HARBOUR.

143. Old Rule 12, new Rule 20: That the voting of each delegate at Conference be representative of the numerical strength of the Branch which he represents, thereby conferring Conference on the basis of the P.L.L. and other Associations of the kind.

Executive Note.—Delegates to the P.L.L. Conference do not vote the numerical strength of the organisations. See Rule 20, page 24, P.L.L. rules, 1914.

GUARDS AND SHUNTERS.

144. Old Rules 17 and 92, new Rules 27 and 129: That the agenda for A.G.M. close earlier so that the delegate may have the opinion of the Branches before attending A.G.M.

SIGNALS.

145. Old Rule 21, new Rule 32: That all intermediate past presidents be members of the Executive by virtue of their office.

TRAMWAY TRAFFIC BRANCH.

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

Old Rule 27, new Rule 37: That rule 27 be amended to provide that vacancies on the Executive or Council shall be filled by the Executive and Council.

ATTENDANCES.

CONFERENCE, 1914, UNTIL JAN. 23, 1915.

EXECUTIVE.

Number of Meetings, 27.	Attendances.
Campbell, E. D.	20
Kavanagh, V. G.	18
McDonald, J.	22
Lawless, E.	18
Thompson, Claude	24
Stokes, G. H.	21
Odell, H. S.	22
O'Donnell, M. A.	18

COUNCIL.

Number of meetings, 11.	Loco. Running.
Attendances.	
Davis, H.	9
O'Sullivan, J.	3
Sim, A. T. (resigned) . .	2
Schmidt, Geo.	2

Loco. Mechanical.

Boys, E. A.	7
Hardy, A. (on active service)	2
Harford, J. N.	6

Rail. Traffic.

Ahern, E. (resigned) . .	1
Armstrong, Geo.	2
Davidson, K.	9
Sare, W.	2

Rail. Per. Way.

Eyres, J.	9
Gladley, C. (resigned) .	1
Weldon, A. J.	4

Salaried Officers.

Larsen, E.	8
Seage, T. F.	2
Stokes, G. J.	4

Tram Traffic.

Long, J. L.	7
Mulder, Gus.	7
Healy, P. P.	2

Trams Generally.

Hartill-Law, W.	5
Newton, F. S.	4
Vore, A. E.	3

Executive Officers.

Campbell, E. D.	5
Kavanagh, V. G.	4
McDonald, J.	6
Lawless, E.	5
Thompson, Claude	10
Stokes, G. H.	6
Odell, H. Stanley	3
O'Donnell, M. A.	3

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DRAFT RULES.

RECOMMENDED BY THE EXECUTIVE.

The following is the draft of the Association rules drawn up by the Executive and recommended for adoption. However, in view of the requirements of the Registrar of Trade Unions, some amendments will have to be made by Conference before registration of the revised rules will be allowed:—

Name.

1. This Association shall be called "The New South Wales Amalgamated Railway and Tramway Service Association."

Interpretation.

2. Unless in the objects or the rules of this Association to the contrary expressed, and so far as the same are not in conflict with the context, the following words in the objects and these Rules shall have the meanings set opposite to them respectively, as hereunder:—

- (a) "Act" shall include any Act of the Parliament of the Commonwealth of Australia, and any Act of Parliament of the State of New South Wales.
- (b) "Association" shall mean and include the New South Wales Amalgamated Railway and Tramway Service Association and all and every of its branches.
- (c) "Branches" shall mean all or any of the Branches of the Association.
- (d) "Branch Secretary" shall mean the Secretary for the time being of all or any of the Branches of the Association.
- (e) "Employer" shall mean and include the Chief Commissioner for Railways and Tramways, private companies operating railways or tramways, or both, and all persons employing labor in or about railways or tramways, or both, in connection with the making or repairing of rolling stock or the production and supply of material for any railway or tramway in New South Wales.
- (f) "Financial" shall mean that the member referred to does not owe, at the time being, any moneys to the Association.
- (g) "Unfinancial" shall mean that the member of the Association referred to owes, at the time being, subscriptions or other moneys to the Association.
- (h) "Member" shall mean and include "officer" of the Association or any of its Branches, and any person whose name is inscribed on the records of the Association.
- (i) "Written" shall include wholly or partly written, or printed and wholly written or printed.

Objects.

3. The objects of the Association are and shall be:—

- (a) To improve the condition and protect the interests of all grades of Railway and Tramway employees.
- (b) To secure to every member the full rate of wages in his industry by every legitimate means.
- (c) To obtain a shorter working day, as labor saving devices increase production with less labor, with the object of lessening and preventing the wholesale distress usually following to the worker by the application of inventions and science to industry.
- (d) To promote and foster a friendly feeling between members and their employers.
- (e) To provide assistance to members when under suspension through causes over which they have no control; or through unjust treatment.
- (f) To provide legal assistance to members in proper cases.
- (g) To use every effort to provide for the safety of the Railway and Tramway work and travelling.
- (h) To found a Railway and Tramway Social Club.
- (i) To found a newspaper in the interests of the Association.
- (j) To use all reasonable, legal, constitutional and proper means to redress all grievances to which any member or any Railway or Tramway employee is now or shall be at any time hereafter subject.
- (k) And generally to assist the workers of all classes by every legitimate means.

Membership.

4. Any person employed in, on or about any railway or tramway, or employed in railway or tramway work in workshops or elsewhere, shall be eligible for admission as a member of the Association.

5. Upon receipt of not less than one quarter's contributions from a person, prima facie, qualified to become a member (or on whose behalf not less than one quarter's contributions have been paid by a Collector or other person), such employee's name shall be registered as a member.

6. The presence of a name on the records in the Head Office of the Association shall be prima facie evidence of membership.

7. No person shall cease to be a member of the Association unless he has given at least three months' previous notice in writing to the General Secretary, and has paid all contributions, fines, fees, levies or dues owing by him to the Association. The onus of proof of resignation shall be on the member giving (or purporting to give) such notice.

8. The Annual General Meeting may confer life membership upon any officer or past officer in recognition of services rendered to the Association, upon notice of motion in accordance with the Rules. James Howard Catts is hereby made a life member of the Association in recognition of services rendered.

Contributions.

9. The contributions shall be 2s. per year, payable yearly, half-yearly or quarterly instalments in advance on the first day of January, April, July, and October. Junior employees under the age of 21 years and women may be admitted at half rates, provided their regular wages be supplied with a quarterly ticket, colored red, blue, white and green respectively, for each of the four quarters of the year.

10. In the case of members who pay one year's contributions in advance the Association may provide such members with membership medals instead of quarterly tickets. The proof of a member being a financial member shall be quarterly tickets, or alternately, his yearly medal.

11. The Executive shall have power to arrange for the issue of other receipts when deemed advisable.

12. A free copy of "The Co-operator" shall be posted direct to each financial member of the Association, provided his correct name and address are supplied to Head Office. The responsibility of supplying Head Office with correct name and address shall be on the member.

13. No member shall be eligible for any services, benefits or privileges unless he is a financial member of the Association, in accordance with these Rules.

14. Notwithstanding anything in the foregoing Rule, Branch Secretaries and Collectors may recommend to the Executive members for services and benefits, and who owe not less than two quarters' contributions, and the Executive, for any reasons which appear to them good, may continue the services, privileges and benefits of the Association to such members.

15. The non-receipt of issues of the "Co-operator," or the non-receipt from the Association of services, benefits or privileges, shall not relieve a member of any pecuniary liability imposed in accordance with these Rules.

16. When any member owes a sum equal to twelve months' contributions he or she shall be fined one pound sterling by the automatic operation of these Rules, and without a notice to the member.

17. Action may be taken for the recovery of arrears of contributions owing by members who, with the sum of such arrears amounts to six shillings or more; and the General Secretary is authorised to

take all necessary and proper steps to recover such arrears of contributions.

Government of the Association.

18. For the supreme government of the Association there shall be an Annual General Meeting, to be composed of delegates from each Branch of the Association, together with the Executive Officers of the Association for the time being.

19. The said Executive Officers shall be entitled to speak on any motion, but not to vote (with the exception of the President, who shall be entitled to a casting vote), unless such Executive Officer is a Delegate from a Branch.

20. Branches shall be represented at such Annual General Meeting (or at Special General Meeting) as the Executive may provide for in accordance with their number of members, as follows:—

Branches of under 200 members shall be entitled to be represented by one delegate, and by one additional delegate for each additional hundred or part of hundred members, not being less than fifty; but no Branch shall be entitled to be represented by more than four delegates. No delegate shall cast more than one vote.

21. The Annual General Meeting shall be held on the third Monday in February, at such place as the Annual General Meeting shall determine, commencing at 10 o'clock in the forenoon and terminating not later than the Wednesday following.

22. The Annual General Meeting shall be convened at any time by the Executive if considered necessary by them, or if requested by a majority of the Branches. Such Special General Meeting shall have power to do all the business of any kind which the Annual General Meeting has power to transact. Notice of all Special General Meetings, and of all business to be transacted thereat, shall be given to all Branches, and no business shall be transacted at any General Meeting or Special General Meeting unless notice be given, or unless the business be such that, in the opinion of the Executive, it was not possible to give such notice.

23. Should Branches be unable to send Delegates to Special General Meetings, Branches may be represented by proxy. Such proxy shall be signed by the Branch Chairman and Secretary, and shall specify the items of business upon which the proxy holder is to vote. The proxy may be in the form marked "A" annexed to these Rules.

24. The quorum necessary for the transaction of any business at the Annual (or Special) General Meeting shall be one-third in number of the Delegates appointed to such meeting.

25. The Annual General Meeting or Special General Meeting shall have power to make, amend, or rescind rules; to remove from office any officer or member of the Council or Executive; to elect any officer; to distribute for the members' benefit the funds of the Association; to decide all appeals against the decision of the Executive in administrative matters, and Executive and Council in industrial matters; and to inaugurate any movement or initiative or approve of any proceedings in the interests of the Association or any of its members, and generally formulate and direct the policy of the Association in all matters whatsoever. The Executive, the Council, the Branches and the members of the Association shall act in strict obedience to any order of the Annual General Meeting or any Special General Meeting.

26. The Annual General Meeting may deal with the General Secretary's Annual Report in any way it deems advisable, and may adopt, amend, or reject any proposal contained therein by dealing with such portion as an ordinary notice of motion.

27. The General Secretary shall be elected by the 1st of February in each year of all business of which notice has been given, to be transacted at the ensuing Annual General Meeting.

28. No matter shall be placed by any Branch on the agenda for any Annual General Meeting or Special General Meeting until every means of settling such matter possessed by such Branch, or by the Executive, shall have been made use of. Provided that the Executive shall have power to submit any business to any Annual General Meeting or Special General Meeting to be dealt with or otherwise as such meeting shall think fit.

29. The Executive shall examine the items of business forwarded by the Branches, and may make a recommendation as to how any matter submitted should, in their opinion, be dealt with. At all Annual or Special General Meetings the voting shall be by show of hands, unless a ballot or division be demanded by five members present.

30. Each Branch beyond seven miles from Sydney shall pay its own Delegates' expenses to the Annual General Meeting or Special General Meeting, at the rate of not less than 15s. for each day of actual sitting, and travelling expenses to and from the place of meeting. Each Executive Officer and the Delegates from Branches within the seven miles radius from Sydney shall be paid at the same rate by Head Office out of the General Fund.

General Management.

31. The general administration of the affairs of the Association shall be vested in the Executive. The Executive shall consist of a President, two Vice-Presidents, General Treasurer, and three Executive Officers, together with the General Secretary.

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

33. The Executive and Council shall jointly deal with all matters affecting labor and employment or the grievances of members. Any expenditure out of the funds of the Association in connection therewith may be recommended to the Executive (by the Executive and Council), who shall decide the matter in the best interests of the Association.

34. A quorum of the Executive shall consist of a majority. A quorum of the Executive Council shall consist of ten.

35. Should there be a quorum present at any Executive Council meeting, but no President or Vice-President, the members then present shall elect from among themselves a Chairman pro tem, and proceed with the business.

36. The members of the Executive and Council shall be elected by ballot at the Annual General Meeting in each year, and shall hold office for twelve months, unless removed from office by a Special General Meeting. Each Executive Officer and Delegate present at

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he shall submit an account of the same in detail to the next meeting of the Executive.

68. The General Secretary shall attend all inquiries and court cases and departmental or other inquiries when ordered by the Executive, or he may do so if solicited by a branch or member, or in any case where he considers it necessary in the interests of the Association. If he attends at the solicitation of any member, the Executive may, should circumstances in its opinion warrant it, order such member, or the branch to which he belongs, to pay the whole or any part of the expenses of such attendance.

69. He shall deliver over all the moneys received from the branches and other sources to the General Treasurer without delay.

70. The General Secretary shall give security in some approved guarantee society, for such sum as the Executive shall determine, the premium to be paid from the general fund.

71. The General Secretary shall become a member of the Association and share in the advantages thereof on the usual conditions.

72. In resigning, or being discharged, the General Secretary shall give or receive one month's notice, or for the full term of his salary.

73. In the conduct of the affairs of the Association, it shall be decided by the Annual General Meeting or the Executive, as the case may be, what amount of assistance shall be given to the General Secretary, and any salaries to be paid in connection therewith, but the appointment and disposal of such assistance shall be in the discretion of the General Secretary.

74. Generally, the General Secretary shall discharge all duties which might reasonably be expected to be performed by a competent, vigilant, and business-like General Secretary.

General Treasurer.

75. The General Treasurer shall receive such remuneration as the Annual General Meeting decides. He shall place to the credit of the general fund an account of the Association all moneys received by him within four days of receipt of same in such bank as shall be determined by the Executive. The General Treasurer shall be held responsible for the correct keeping of the bank's pass-book, and shall give security in a sum approved by the Executive. Whenever ordered by the Annual General Meeting or the Executive, he shall deliver to the person or persons who may be appointed all moneys and property belonging to the Association in his possession or under his control.

General Trustees.

76. Three General Trustees to the general fund shall be elected at the Annual General Meetings, each of whom shall hold office during the pleasure of the Association, and shall act under the direction of the Executive. In case of a vacancy occurring among the General Trustees during the interval between the Annual or Special General Meetings, the Executive shall have power to appoint a member or members to fill such vacancy, and he or they shall hold office until the next Annual General Meeting.

Auditor.

77. An outside auditor shall be elected annually. He shall audit and report all accounts in the month of February in each year or at such other time or times as may be directed by the Executive or any Special General Meeting. He shall receive such remuneration as the Executive shall from time to time decide.

Management and Constitution of Branches.

78. Should twenty railway or tramway employees desire the formation of a branch of the Association, and forward a request signed by such persons to the Head Office, the General Secretary shall take the necessary steps to open a branch. Each branch shall be opened by a dispensation from the Executive, but it shall be optional with the Executive to refuse a dispensation for any proposed new branch. Provided always that if the number of any branch is reduced below twenty it shall thereupon be dissolved and its members transferred to other branches.

79. Each branch of the Association shall have a Chairman, one or more Vice-Chairmen, Secretary, and a Committee.

80. Any branch officer who fails to attend three consecutive meetings of the branch, without sending a suitable written apology, shall forfeit his office.

81. Each branch shall meet at least once in each month on such a day as they may appoint, and the meeting in December shall be the Annual Meeting of such branch. At the first meeting in each quarter shall be a business meeting, and each member's summons thereto shall clearly state all arrears and other moneys owing to the branch by such member.

82. Members of branches within a radius of seven miles from Sydney shall pay their contributions to Head Office, or to collectors or agents appointed by the Executive.

83. The funds of each and every branch shall be the common property of the Association, and shall be applied only for the purposes and in the manner prescribed in these Rules. Any branch proceeding from the Association, or any branch which is dissolved, shall thereby forfeit all claims to the possession of the funds of the Association, and the administration of the funds of the branch, which shall become the property of the remaining members of the Association. All moneys, books, and other property belonging to the Association held by any branch which shall secede from the Association, or be dissolved, shall be delivered to the General Secretary or forwarded to Head Office by the officers of such branch, together with a full and detailed account of all income and expenditure falling within the General Secretary shall take proceedings in any court of law or equity for the obtaining or recovery of such moneys, books, and property as aforesaid, held by any such branch. Should any member of a dissolved branch desire, he shall be a member of the most convenient branch, and a proportionate amount of the funds of the dissolved branch remitted to such branch by the General Secretary.

84. Branches may invest their funds for the benefit of the branch, provided the Executive consent to any such investment.

85. Branches beyond seven miles from Sydney shall remit to the General Secretary from time to time, but not less than once a quarter, two-thirds of all subscriptions received, and shall retain the balance for branch management expenses. The Branch Secretary shall remit such moneys within twenty-one days after the close of the quarter, or such other date as the Executive may order, to the General Secretary, and shall be held responsible for the correct keeping of the bank's pass-book, and shall give security in a sum approved by the Executive. Whenever ordered by the Annual General Meeting or the Executive, he shall deliver to the person or persons who may be appointed all moneys and property belonging to the Association in his possession or under his control.

86. The branch accounts for the October-December quarter shall close on the December monthly meeting night and all returns for the December quarter be sent to Head Office before the 31st December in each year.

87. Each branch may make by-laws for the government of its local affairs; such by-laws to be in accordance with the general rules and approved by the Executive. In the interval between the Executive meetings the General Secretary shall be empowered, on behalf of the Executive, to approve such by-laws. Such by-laws shall be made on a meeting of the branch specially summoned for such purpose, and notice of such proposed by-laws shall be sent to every financial member of the branch.

88. Each branch shall send to the Head Office its annual returns and statements as required by the General Secretary, made up to the 31st day of December in each year, within twenty-one days thereafter.

89. Any branch which has not paid to the Head Office the moneys required to be paid, or has failed to send to the Head Office its annual balance-sheets or any returns required by these Rules, within one month from the dates at which they should be paid or sent, shall take part in the Association's business, and the members of such branch shall be suspended from benefit until the dues or balance-sheets or returns are received at the Head Office.

90. Any branch unable to meet the claims made upon it may apply to the Executive for assistance, and send with the application a correct detailed statement of its income and expenditure. The Executive shall have power to assist such branch from the general fund, providing the statement of the branch be considered satisfactory by the Executive. Provided also that the Executive shall have power to make a levy upon the members of such branch to repay the moneys so advanced or upon all members of the Association, or may order such

branch to make a levy upon its own members to provide the money required by the branch.

91. No branch or any member thereof shall issue or circulate any circular or address relating to the Association in general or any branch thereof, unless such circular or address is sanctioned by the Executive. Any member or members violating this Rule shall be fined ten shillings and be suspended from all benefits until such fine is paid.

92. Reports of the proceedings of meetings either of the Executive, Council, or Branches shall be sent to the Press by the respective Secretaries only. Any person other than such Secretaries, or without their authority, furnishing such reports, shall be fined 2s. 6d. for such offence.

93. Each branch shall nominate in open meeting, to be summoned by the Branch Secretary, thereof for that purpose, and by resolution of such meeting, persons whom they may think fit as officers of the Association or as representatives on the Council; such nominations to be sent to the General Secretary, together with the consent in writing of the persons so nominated, not less than twenty-eight days before the date of any General Meeting.

94. Any business which any branch shall desire to bring before the Annual General Meeting or Special General Meeting must be previously passed by resolution of a meeting of such branch, and notice of such business must be sent to the General Secretary twenty-eight days before such Annual General Meeting or Special General Meeting.

95. No branch or member shall appeal at any time to a Court of Law or Equity without the consent of the Executive in any matter relating to the Association or its branches, or any benefit derived under either, or in any manner whatsoever affecting the rights or interests of any member, until such matter as may be in dispute has been submitted to the Annual General Meeting of the Association or the Executive. Any member or members acting contrary to this rule shall be expelled from the Association by the Executive.

96. Should any branch appeal at any time to any Court of Law or Equity without the consent of the Executive, they shall not apply any portion of the funds of the Association in their appeal towards paying the cost of such legal proceedings; and should any branch seek so to use the funds, the General Secretary is hereby empowered to take whatever proceedings may be necessary to prevent same. Provided that if the Executive consent to such legal proceedings being instituted by any branch, the Executive, if they think fit, may agree to the branch applying a portion of such Association funds for the purpose of such legal proceedings.

97. In the event of any dispute arising as to the amount of any levies or other moneys due by any branch or branches to Head Office, the amount so disputed shall be paid before any appeal can be lodged concerning it.

98. No branch shall be dissolved except as provided in these Rules or by a resolution passed by five-sixths of all its financial members and approved by the Executive. All the funds and property which any branch disposes of in any manner provided by this rule, has in its possession or under its control, shall be at once handed over to the General Secretary for the benefit of the whole Association.

99. If it be necessary, legal assistance shall be provided by any branch for any matter before a Coroner's or Police Court, arising out of or connected with a member's employment. All cases of greater magnitude shall be submitted to the Executive, who shall grant such legal assistance as they may think the case requires.

100. Should any member be injured or killed in the execution of his duty, and such injury or death was not caused by the member's own intemperance or default, the case shall be referred to the branch or branches of the Association, who shall endeavor to secure adequate compensation for the member, if required, and provision for his widow and children (if any).

101. The accounts of each branch made up to the 31st December in each year, and at any other times when required, shall be audited by two Auditors appointed by the Annual Meeting of the branch, and the accounts so audited shall be laid before the next meeting of the branch.

102. Collectors may be appointed by any branch or branch committee beyond seven miles from Sydney to collect subscriptions of members. They shall be paid such sum (if any) as the branch may decide.

103. In the case of branches within seven miles from Sydney, the remuneration and control of all collectors shall be determined by the Executive.

104. Any collector appointed according to these Rules shall receive all moneys, tickets, books, or other property of the Association which they shall be required to do so, failing which they shall be fined 2s. 6d. for the first offence, and for any subsequent offence as the Executive may decide.

105. Voluntary contributions to the Association, by show of hands, unless a ballot is demanded by at least five members present.

106. No accounts shall be paid or any payments made on behalf of a branch except by a cheque drawn on the branch and signed by the branch Chairman and Secretary. Provided that in the case of a branch within seven miles from Sydney the accounts shall be passed by the branch and referred to Head Office.

Branch Officers and Their Duties.

107. All Officers, including Delegates to the Annual Conference, and the Committee shall be elected and retire at the Annual Meeting of the Branch, and hold office for twelve months; but no member suspended from benefit shall be eligible for election to any office, and no member suspended from benefit shall be eligible for election to any office.

108. The election of each Officer, Delegate, and Committee in Branches beyond seven miles from Sydney shall be by ballot. The Secretary of each Branch shall furnish financial members with ballot papers with names of candidates printed thereon, to be returned to the Secretary in sealed envelopes, before the time for opening the Annual Meeting of the Branch, the envelopes to be opened by scrutineers appointed by the meeting only.

109. In case of any vacancy occurring among the officers or Committee of any Branch, such vacancy shall be filled by the Branch at its next ensuing meeting.

110. At any meeting of a Branch at which any vote is to be taken, except for election of Officers, Delegate, and Committee, any financial member thereof unable to attend such meeting shall be appointed to vote by proxy, providing the instrument appointing such proxy be in the form marked "B" annexed to these Rules, and signed by such absent member, and deposited, along with the member's quarterly ticket and apology for absence, before the time for opening the Annual Meeting of the Branch, the envelopes to be opened by scrutineers appointed by the meeting only.

111. The Branch Secretary shall keep all books, etc., belonging to his office in an intelligible manner; perform all duties devolving upon him by these Rules; correspond with the Branches within seven miles from Sydney, and attend all Branch and Committee meetings, and take the minutes of the same. When required by the Head Office Executive he shall obtain and forward to the General Secretary all books, accounts, balance-sheets, and other property belonging to the Branch or the Association. He shall summon all members when three months in arrears to the next meeting of the Branch. In all Branches beyond seven miles from Sydney he shall be paid such sum as the annual meeting of such Branch shall determine. In the case of Branches within seven miles from Sydney, the salary shall be fixed by the Executive. Each Branch Secretary shall give some reasonable guarantee when required to do so by his Branch or the Executive, as the case may be.

112. The Branch Secretary, in resigning, shall give one month's notice or forfeit one month's salary; and any officer leaving his Branch or Association shall have his accounts at once audited, and deliver up to the Branch all property belonging to the Association. Failing that, he shall be expelled or dealt with as may be deemed expedient.

113. The Branch Secretary shall pay all moneys received by him on account of the Branch as soon as possible after their receipt into such bank as may be ordered from time to time by the Branch. He shall deliver up the bank-book to the Branch President on an order from the Head Office. He shall receive such remuneration and shall give such security as the Annual General Meeting may determine.

114. No moneys shall be withdrawn from the funds of the Branch whether in a bank or elsewhere except by an order or cheque signed by the Branch President and Branch Secretary jointly.

Grievances.

115. Should any member feel himself aggrieved at any action of the Association, he shall take every method of appeal laid down by his employers, before the Association shall in any way interfere. The Branch or General Secretary shall instruct him in the method of preparing and forwarding a complaint to the Head Office, and the member shall still feel himself aggrieved, he shall represent the same to the Secretary of the Branch, who shall summon a committee meeting as early as possible, and lay the matter before them. They shall investigate the matter, and if the complaint is found to be well founded, the Branch or General Secretary may decide. Should the Branch be satisfied the member has a legitimate grievance, they shall endeavor to obtain redress, and if such a step be requisite, shall remit the cost of obtaining justice to the member, and the member shall still feel himself aggrieved, he shall represent the same to the Secretary of the Branch, who shall summon a committee meeting as early as possible, and lay the matter before them. They shall investigate the matter, and if the complaint is found to be well founded, the Branch or General Secretary may decide. Should the Branch be satisfied the member has a legitimate grievance, they shall endeavor to obtain redress, and if such a step be requisite, shall remit the cost of obtaining justice to the member, and the member shall still feel himself aggrieved, he shall represent the same to the Secretary of the Branch, who shall summon a committee meeting as early as possible, and lay the matter before them. 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