

APPENDIX

A SINGLE illustration of a trade-agreement is here given to show its exact character in one industry.

It is this type of joint organization which was considered in great detail by employer and employed at the recent meeting of the Civic Federation in New York, December 8, 9, and 10.

From seven different industries the testimony by masters and men was overwhelming as to its effectiveness.

The following is the last joint agreement of THE JOINT COMMITTEE of THE MASTER CARPENTERS' ASSOCIATION OF THE CITY OF BOSTON and THE UNITED CARPENTERS' COUNCIL OF THE CITY OF BOSTON AND VICINITY, created under agreement of the two bodies to settle all questions of mutual concern to employers and workmen in that trade, without strikes or lock-outs, and have decided upon the following

WORKING RULES

to govern employers and workmen in that trade for the term ending May 1, 1904, acting under the following

DECLARATION OF PRINCIPLES

In carrying out these rules the parties thereto, that is to say the members of the Master Carpenters' Association of the City of Boston and the members of the

United Carpenters' Council of the City of Boston and Vicinity, are to sustain the principle that absolute personal independence of the individual to work or not to work, to employ or not to employ, is fundamental, and should never be questioned or assailed, for upon that independence the security of our whole social fabric and business prosperity rests, and employers and workmen should be equally interested in its defence and preservation. Inasmuch as the United Carpenters' Council is now being recognized as a proper body to coöperate with in settling all matters of mutual concern between employers and workmen in this trade, it shall be understood that the policy of The Master Carpenters' Association shall be to assist the said Council and its constituent Unions to make their bodies as thoroughly representative as possible.

WORKING RULES

1. *Hours of Labor.*

From May 1, 1903, to May 1, 1904, not more than eight hours' labor shall be required in the limits of the day, except it be as over-time, with payment for same as herein provided, except in shops, where the time shall be nine hours.

2. *Working Hours.*

The working hours to be from 8 A.M. to 12 M., and from 1 P.M. to 5 P.M., with one hour for dinner, during the months of February, March, April, May, June, July, August, September, October. During the months of November, December, and January each employer and his employees shall be free to

decide as to the hours of beginning and quitting work, always with the understanding that not more than eight hours shall be required, except as over-time, as herein provided for.

3. *Night Work.*

Eight hours to constitute a night's labor. When two gangs are employed, working hours to be from 8 P.M. to 12 M., and from 1 A.M. to 5 A.M.

4. *Over-time.*

Over-time to be paid for as time and one-half.

5. *Double Time.*

Work done on Sundays, Fourth of July, Labor Day, Thanksgiving and Christmas days to be paid for as double time.

6. *Wages.*

From date of this agreement to May 1, 1903, the minimum rate of wages to be 35 cents per hour. From May 1, 1903, to May 1, 1904, the minimum rate of wages to be $37\frac{1}{2}$ cents per hour.

7. *Pay Day.*

Wages to be paid weekly at or before 5 P.M. of the established pay day of each employer.

8. *Waiting Time.*

If any workman is *discharged*, he shall be entitled to receive his wages at once, and failing to so receive them, he shall be entitled to payment at regular rate of wages, for every working hour of waiting time which he may suffer by default of the employer. If any workman is *laid off* on account

of *unfavorable weather*, he shall not be entitled to waiting time. If any workman is *laid off* on account of *lack of materials*, he shall be entitled to receive pay for every working hour at the regular rate of wages until notified that work must be temporarily suspended, and in that event he shall be entitled, on demand, to receive his wages at once, the same as in case of discharge. Should an office order be issued to a workman in payment of his wages, the workman shall be entitled to additional time sufficient to enable him to reach the office to receive payment.

9. *Business Agent.*

The Business Agent of the Carpenters' Union shall be allowed to visit all jobs during working hours to interview the Steward of the job, and for this purpose only. Nothing in this Rule shall be construed as giving such Agents any authority to issue orders controlling the work of workmen, or to interfere with the conduct of the work, and any infringement of this Rule shall make the Agent so infringing liable to discipline after investigation.