

Workers' Industrial Union of Australia.

Preamble, Classification and Rules

Adopted at the ALL AUSTRALIAN
Trades Union Conference, held
in Melbourne, January, 1919.

DELEGATES AND STATES.

New South Wales.

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Workers' Industrial Union of Australia.

PREAMBLE.

1. We hold that there is a class struggle in society, and that the struggle is caused by the capitalist class owning the means of production, to which the working class must have access in order to live. The working class produce all value. The greater the share which the capitalist class appropriates, the less remains for the working class; therefore, the interests of these two classes are in constant conflict.

2. There can be no peace as long as want and hunger are found among millions of working people, and the few who constitute the employing class have all the good things of life.

3. Between these two classes the struggle must continue until Capitalism is abolished. Capitalism can only be abolished by the workers uniting in one class-conscious, economic organisation to take and hold the means of production by revolutionary, industrial and political action. "Revolutionary action" means action to secure a complete change, namely, the abolition of capitalist class ownership of the means of production—whether privately or through the State—and the establishment in its place of social ownership by the whole community.

Long experience has proved the hopeless futility of existing political and industrial methods, which aim at mending and rendering tolerable, and thereby perpetuating, Capitalism; instead of ending it.

4. The rapid accumulation of wealth and concentration of the ownership of industries into fewer and fewer hands make the trade unions unable to cope with the ever-growing power of the employing class, because craft unionism fosters conditions which allow the employer to pit one set of workers against another set of workers in the same industry, thereby defeating each in turn.

5. These conditions can be changed, and the interests of the working class advanced, only by an organisation so constituted that all its members in any one industry, or in all industries, shall take concerted action when deemed necessary, thereby making an injury to one the concern of all.

6. We hold that, as the working class creates and operates the socially-operated machinery of production, it should direct production and determine working conditions.

RULES.

NAME.

1. This organisation shall be known as "THE WORKERS' INDUSTRIAL UNION OF AUSTRALIA."

OBJECTIVE.

2. To bind together in one organisation all the wage workers in every industry to achieve the purposes set forth in the above Preamble.

CONSTITUTION.

3. Membership. — This organisation shall consist of an unlimited number of wage workers (including those engaged as Union Officials), grouped together in such manner as hereinafter set forth.

CLASSIFICATION.

4. The union shall be classified in Departments, Divisions, Sub-Divisions, Sections, and Mixed Sections.

There shall be six Departments.

Each Department shall consist of as many Divisions as may be necessary to meet industrial requirements.

Sub-Divisions shall consist of those engaged in kindred or closely allied industries.

Sections shall be composed of wage workers in any locality in an industry.

Mixed Sections shall consist of persons engaged in various industries in the same locality where

there are not sufficient members of any one Department to form a Section.

GOVERNMENT.

GRAND COUNCIL.

5. (a) The chief administrative body of the Union shall be termed the Grand Council, and shall consist of a President, General Secretary, and Twelve Councillors, two to be elected from each of the six Departments. The President and General Secretary shall be elected by the votes of the whole membership of the Union, and the Councillors by a plebiscite vote of their respective Department, and shall hold office for a period of one (1) year, subject to being recalled in the manner hereinafter provided.

DEPARTMENTAL COUNCILS.

6. (b) There shall be six (6) National Departmental Councils elected by all the workers grouped within their respective Departments. Each Departmental Council shall consist of twelve (12) members, elected on a limited proportional basis, together with a President and Secretary, elected by the votes of the whole membership of the Department. They shall hold office for one (1) year, subject to the Recall, as hereinafter provided.

PROVINCIAL COUNCILS.

7. There shall be one or more Provincial Councils in each State, subject to the approval of Annual Congress. Such Councils shall consist of six (6) Executive Members, together with a President and General Secretary. Each Department in each Province shall elect one of its members to the Provincial Council. The President and General Secretary shall be elected by the whole membership of the Union in each Province. They shall hold office for one year, subject to the Recall, as hereinafter provided.

DIVISIONAL COUNCILS.

8. There shall be Divisional Councils in each Division, composed of one representative from each sub-division of such division. The officers of such Councils shall be termed Divisional President, Divisional Secretary, and such other officers as may be required, who shall be elected annually by the members of the whole Division, and shall be subject to the Recall, as hereinafter provided.

SECTIONAL COMMITTEES.

9. Each Section shall elect an Executive Committee, together with a Chairman and Secretary, or such officers as may be required. They shall not be elected for a longer period than twelve months, subject to the Recall, as hereinafter provided, but shall be eligible for re-election. Their services shall be honorary.

DISTRICT COMMITTEE.

10. There shall be a District Committee in each locality where two or more Sections of a given industry are organised.

Each Section will appoint one Delegate, who shall be subject to the Recall, as hereinafter provided. His services shall be honorary.

MIXED SECTIONS.

11. A Mixed Section shall consist of workers in any locality where there are not sufficient members in one industry to form a Section, and they shall meet to consider any matter immediately affecting their conditions of work, keep a general superintendence over the workers and the conditions operating in their immediate locality; forward to their Department or Council all matters of grievance, etc., upon which the Committee have already arrived at a decision. They shall have power to appoint from their number shop delegates, whose duty shall be to report any infringement of rules.

and conditions, collect all dues, and forward same, according to rule. Their services shall be honorary, and they shall be subject to Recall, as hereinafter provided.

RECALL.

12. The principle of the Recall, or removal, of any officer or paid employee of the Union shall be applied to every grade of the Union. Any person charged shall have the right of appeal, either to the membership vote or to such convention or court of appeal as may be hereinafter created.

OFFICER'S PLEDGE.

13. Having been entrusted by my fellow wage workers with the position of....., I pledge my word and honor that I will obey the Constitution, Rules and Regulations of the Union. Understanding and believing in the fundamental principles and final aims of the Union, as expressed in the Preamble thereof, I will, to the best of my ability, perform the duties assigned to me.

(Signed).....

LOCAL AUTONOMY.

14. Local Autonomy shall be exercised in the following manner:—No Department or Province shall take any action involving any other portion of the Union without having first consulted the Chief Administrative Body of the Union and receiving the approval thereof. No Section or Division shall take any action involving another Section or Division without first consulting and acting in conjunction with such Section or Division, and receiving the approval of the next higher Executive body of the organisation.

CONTRIBUTIONS.

15. That the membership contribution be One Pound (£1) per annum, payable in advance, for

men, and Ten Shillings (10/-) per annum for women, until such time as they receive equal pay with men, and 10/- per annum for apprentices and for youths under 18 years of age, and for girls under 18 years of age 5/- per annum, with power to enforce levies.

TICKETS.

16. The tickets shall be uniform.

FUNCTIONS OF COUNCILS, DEPARTMENTS, DIVISIONS, Etc.

GRAND COUNCIL.

17. (a) The Grand Council shall exercise jurisdiction over all matters affecting more than one Province, and extending beyond the confines of one Department. They shall be responsible for the handling of all money within the Commonwealth. They shall act as general supervisors over the various Provinces and Departments.

(b) They shall determine and allocate a percentage of the amount received as contributions to each Provincial Council, such percentage to be based on the special conditions and requirements of each Province.

(c) They shall allocate to Departmental Councils the amount deemed necessary by the Grand Council for administrative purposes only.

(d) They shall have power to convene a special Conference when, in their opinion, any special circumstances arise which warrant such action.

(e) The Grand Council shall purchase and distribute to all Sections of the Union all office requirements.

DEPARTMENTAL COUNCILS.

18. They shall exercise general supervision over their National Departments. They shall have

power to appoint Organisers for the various Sections in their own Departments. They shall issue all transfers when required. They shall deal with all matters within their Department (excepting Finance). In matters of Finance, they shall deal with only such money as shall be granted to them by the Grand Council for purely administrative purposes.

PROVINCIAL COUNCILS.

19. (a) The functions of the Provincial Councils shall be to deal with matters affecting more than one Department which do not extend beyond the confines of their respective Provincial Boundaries, which shall not be confined to existing State Boundaries, where any District in one State can be more conveniently worked from another STATE CENTRE.

(b) To control any matters remitted to such Provincial Council by any National Department or by the Grand Council.

(c) The control of newspapers and other literary matters, subject to the supreme control in matters of policy of the Grand Council.

(d) The Provincial Council shall not interfere in Departmental matters extending beyond the confines of one Province, excepting so far as they may be remitted to it by the head of such Department or by the Grand Council.

DIVISIONAL COUNCILS.

20. The Divisional Council shall exercise supervision over their own division. They shall deal with all matters affecting only their own division; they shall be responsible for collecting all contributions within their division--the same to be dealt with as per finance rules.

DISTRICT COMMITTEES.

21. They shall exercise supervision over the various Sections in any given locality. They shall deal with all matters affecting only their own locality.

FINANCES.

22. (a) The finances, property and assets of the W.I.U.A. shall be the common property of the whole of the members of the Union, and shall be vested in Trustees, as per Rule 24.

(b) All moneys paid to Organisers, or duly authorised local collectors, shall be forwarded by them to the Divisional Council, who shall have control over such collectors.

(c) Each Divisional Council shall at the end of each month forward all amounts standing to their credit to the Provincial Council, who shall at once forward same to the Grand Council. All expenses incurred by Sub-Divisions, Sections, or Mixed Sections shall be certified by the Divisional Council controlling such, and shall be forwarded to the Provincial Council for payment, such payment to be made within seven days. Advances for Petty Cash and management purposes shall be made to each Division, Sub-Division, Section, or Mixed Section, as found necessary by the Provincial Council.

(d) There shall be created an Audit Department, administered by a Chief Audit Officer, which shall be under the control and be responsible to Congress. The chief Audit Officer shall be appointed by Congress. The duty of the Audit Department shall be to audit and scrutinize accounts, books, vouchers, and documents, systematize office management, certify as to correctness of Balance Sheet, and generally establish a system of Accountancy, and supervise the keeping of accounts. The Chief Audit Officer shall not be permitted, under any circumstances, to hold another

official position. If holding an Official position at time of appointment, he must immediately relinquish same.

TRUSTEES.

23. There shall be three (3) Trustees elected by and from the Grand Council, and three (3) Trustees shall be elected by and from each Provincial Council. They shall be responsible to their respective Councils for the investment and disbursement of the funds, in accordance with the Constitution, Rules, and Objects of the W.I.U.A., and in conjunction with the President and Secretary of each Council shall constitute a Finance Committee.

ORGANISERS.

24. (a) Nominations for the positions of Organisers shall be called for at the same time as those of Departmental Council. They shall be financial members of the Union, and shall be elected by plebiscite vote of the Department. They shall hold office for a period of one year, subject to the Recall, as hereinafter provided.

(b) Temporary Organisers may be appointed to fill any vacancy that may occur by the Departmental Council, such appointment being in order of merit, having regard to the last ballot taken for Organisers, such appointment not to exceed three (3) months, except when a ballot is taken of the members of the Department.

(c) The duties of Organisers shall be to endeavor to secure all wage workers as members of the W.I.U.A.; collect contributions and issue official receipts for same; to instruct the members generally on matters affecting the Movement; to pay to the Divisional Council all moneys collected from workers within such Division, and shall assist to build up and construct the Organisation in accordance with the Preamble, Constitution and Rules.

(d) Organisers shall at all times conform to the direction of the Departmental Council.

(e) They shall be paid such sums as may be agreed upon by the Convention, together with travelling expenses.

(f) Where, in the opinion of the Departmental Council, any Organiser's services that may be for a time more effectively employed in another Department, the said Council, with the approval of the Department concerned, have power to transfer the services of such Organiser.

BENEFITS.

25. Any Union now having a Benefit Fund or Friendly Society shall retain absolute control over same; the payments to such shall be separate and apart from the funds of the W.I.U.A.

RECALL.

26. The Recall shall operate when a charge has been made against any officer or member of Councils of the W.I.U.A., as follows:—

(a) The Recall shall operate on the officers and members in Mixed Sections and Sections and Sub-Divisions by a majority vote of summoned meeting called for that purpose.

(b) The Recall shall operate on the members or officers of the Divisional Council by a vote of two or more Sub-Divisions, such vote to be taken at meetings summoned for that purpose.

(c) The Recall shall operate on the members or officers of the Departmental Council by a majority vote of TWO OR MORE SUB-DIVISIONS IN TWO OR MORE DIVISIONS, or by a majority of one Division, such vote to be taken at such meetings summoned for that purpose.

(d) The Recall shall operate on officers and Members of Provincial Council by a majority vote

of two or more Divisions in two or more Departments, or by majority of ONE DEPARTMENT, in such Province, taken at meetings summoned for that purpose.

(e) The Recall shall operate on Officers and Members of the Grand Council by a majority vote of two or more Departments in a Province, or by majority vote of one Province, taken at meeting summoned for that purpose.

(f) When any Section, Sub-Division, Division, Grand Council, Province or Department has decided the necessity for a vote being taken, such shall be determined by a plebiscite of the whole of the members of the Section, Sub-Division, Division, Department or Province.

CHARGE AGAINST OFFICER.

27. (a) In the event of a charge being made against an officer, and such charge, upon consideration by the officers of the Council to which the officer being charged belongs, being of sufficient gravity to warrant the suspension of such officer, he shall thereupon be suspended from office. Immediately upon the suspension of an officer from duty the machinery of the Recall ballot shall be put into operation, a vote to be taken and declared within one month.

(b) In the event of the vote being decided in the affirmative, the office held by the man charged shall thereupon be deemed to have been declared vacant as from the date of suspension.

(c) In the event of the vote being decided in the negative, such officer shall thereupon be restored to his position without loss of salary or status.

PLEBISCITE.

28. (a) The plebiscite vote of the members shall be the highest authority in the union. All

matters of vital interest to the Union will be determined on by ballot.

(b) When more than two Divisions constitutionally determine that matters are of such a character that a ballot of members is necessary, the Provincial Council shall immediately take steps to have same submitted to the members.

(c) The Provincial Council shall appoint the Returning Officer, and such Returning Officer shall have power to appoint such deputies as may be required.

CONGRESS.

29. The Congress shall open annually in the month of May, and shall be constituted as follows:—

(a) Delegates elected by the various Departments. Each Department within a Province shall be entitled to one delegate for 3000 members or part thereof.

(b) The expenses of delegates shall be paid by the Provincial Council.

(d) No delegate will be permitted to retire from Congress, except through illness or such other cause as Congress may see fit to endorse.

POWERS OF CONGRESS.

30. The Congress shall have power—

(a) To deal with all business in accordance with Rule 31.

(b) To fix salaries and allowances for Officers, Councillors, Organisers, and Delegates to Congress, and all such other expenses incidental thereto. No permanently paid official shall be allowed to vote on salaries.

BUSINESS FOR CONGRESS.

31. (a) All business for Congress shall be forwarded by the various Sections and Divisions to the Departmental Council, who shall forward same

to Provincial Council for inclusion in the Agenda Paper.

(b) All business for Congress must have been dealt with at duly constituted meetings of Sections or Divisions.

(c) Such matter must be forwarded on or before the 28th February of each year.

(d) Agenda Paper for Congress shall be in the hands of the members not later than 1st April.

(e) Result of a ballot for officers shall be declared at Congress.

POWERS AND DUTIES OF OFFICERS.

32. PRESIDENTS.—

(a) The President of each Council will be the Chief Executive Officer. He will preside at all meetings, and it shall be his duty to thoroughly examine and initial all money claims against the Union, and generally to further the well-being and objects of the Union.

(b) The presiding officer at any meeting of the Union shall be entitled to one deliberative vote only, and in the event of the voting being equal, the proposal before the chair shall be declared negatived, and fresh proposals may be made.

33. GRAND SECRETARY.—

He shall receive all moneys collected as contributions, etc., throughout the Commonwealth, and make disbursements from same as directed by the Grand Council. He shall attend to all correspondence and reply to same, and generally act according to the directions of the Grand Council.

He shall attend all meetings of Council, and take a true record of all minutes, and keep same in such order that they may at any time be referred to by the said Council. He shall arrange for quarterly reports by Departments and Provincial Councils to the

Grand Council. He shall have custody of the seal of the Council. He shall be responsible for the good conduct of all Officers under his charge and direction.

34. SECRETARY OF DEPARTMENTS.—

Any moneys being paid to Secretary must be forwarded to the Divisional Council in the Province in which the money is collected.

He shall attend to all correspondence and reply to same, and generally act according to the directions of the Departmental Council. He shall attend all meetings of Council and take a true record of all minutes, and keep same in such order that they may at any time be referred to by said Council. He shall be held responsible for the carrying out of all duties allotted to Organisers coming within the jurisdiction of Council. He shall arrange for the submitting of periodical reports by Organisers to Council, Council to determine the time when such reports must be submitted. In the event of a dereliction of duty by an Organiser, he shall at once report same to Council. He shall have custody of the Seal of the Council, and shall use same when directed by Council.

35. PROVINCIAL SECRETARY.—

The Secretary shall be responsible to the Provincial Council for the handling of all moneys. He shall pay all accounts after same having been certified as being correct. He shall be responsible for the good conduct of his office; he shall also be responsible for the good conduct and duties performed by those under his charge. He shall attend to all correspondence and reply to same, and generally act according to the directions of the Council. He shall attend all meetings of Council, and take a true record of all minutes, and keep same in such order that they may at any time be

referred to by said Council. He shall pay over all moneys received into the Bank within seven days. He shall not be allowed to hold more than Fifteen Pounds (£15) at any time, such sum to be known as the petty cash account. He shall have custody of the Seal of the Council, and shall use same when directed by Council.

36. DIVISIONAL SECRETARY.—

He shall receive all moneys collected within his Division, and keep a true record of same. Such record shall be placed at the disposal of the Union Auditors and Provincial Council at any time when called upon to do so. He shall attend to all correspondence and reply to same, and generally act according to the directions of the Council. He shall attend all meetings of Council, take a true record of all minutes, and keep same in such order that they may at any time be referred to by said Council. He shall see that all accounts forwarded to Provincial Council are in order according to Constitution and Rules, and on receipt of cheque for same shall immediately forward same to claimant. He shall within seven (7) days forward to Provincial Office a receipt for all money paid by cheque or cash.

NOMINATIONS.

37. (a) Nominations of candidates for Grand President, Grand Secretary, and Grand Councillors shall be called for annually. Nominations of candidates for Presidents and Secretaries and Councillors of Provincial and Departmental Councils shall be called for annually. Nominations of candidates for President, Secretary, and Committee of Divisional Council shall be called for annually. Nominations shall be called for by the Provincial Council on the 1st January of the year in which the vacancy falls due, same to close 31st of same month. Election to

be proceeded with within fourteen (14) days of closing of nominations. Nominations for Provincial President and Secretary may be made by any financial member, but each Department must take a ballot of members nominated in their respective Departments.

(b) The candidate receiving the greatest number of votes in each Department will be the candidate nominated from that Department. Nominations for Provincial and Departmental Councillors may be made by any financial member within any Department.

(c) Any member who is fully financial may nominate for any office in his Division or Department.

(d) It shall be the duty of the Provincial Council to scrutinize all applications and be responsible for same being in order.

(e) Any candidate being disqualified will have the right to appeal to the Annual Convention.

(f) Candidate's nomination must be in writing, and signed by not less than six (6) members of the Union. Any candidate personally canvassing or engaging others to canvass for votes shall be disqualified for selection. But candidates for office shall have the right to submit a statement of policy on questions affecting the Union, provided that such statement shall not contain any reference to personal qualifications or to other candidates; such statements to be limited to two hundred words, and must be forwarded to the Provincial Council for publication. Departmental and Divisional Councils shall arrange for candidates for election should they so desire to address members of the Department or Division prior to the taking of the ballot upon matters of Union policy only.

(g) Candidates shall, before election, sign the pledge adopted by the Union, and forward a signed copy to the Secretary of the Provincial Council.

ELECTIONS.

38. Election of Officers must be by ballot.

(a) One ballot paper only to be given to financial members, except in the case of the voter making his or her ballot paper informal, when the Returning Officer, upon receiving the informal ballot paper from the voter, shall issue a second ballot paper, and retain the informal one for the Scrutineers to examine.

(b) Every member, when recording his or her vote, shall detach from his or her ticket and attach to his or her ballot paper the voting slip bearing the letter corresponding by which the election is denoted.

(c) In no case shall ballot papers be given to members of the Union or any other person for delivery to voters.

(d) The Returning Officer shall post ballot papers to financial members where application is made in writing, who, when returning same, must state their Division, also attach the slip on which the election is denoted.

(e) Financial members only are entitled to vote.

(f) That the elections shall be held on the preferential voting system.

INDUSTRIAL DEPARTMENTS.

That the Union shall consist of the following Departments:—

1. Building and Construction.
2. Manufacture and General Production.
3. Transportation and Communication.
4. Agricultural, Land, and Fisheries.
5. Civil Service and Public Utilities.
6. Mining.

I.—BUILDING AND CONSTRUCTION.

This Department is composed of three Divisions—

(a) All workers employed in the erection of buildings are organised in this Division—Architects, designers, excavators, stonemasons, bricklayers, plasterers, builders' laborers, carpenters and joiners, electricians, painters, plumbers, architectural ironworkers, and other steel and ironworkers, building material carters, slaters and tilers, etc.

(b) In this Division are organised all workers employed in the construction of roads, tunnels, and bridges, workers employed in the building of docks, subways, in the construction of irrigation works, of sewers, of canals, etc.

(c) All workers engaged in the construction and repairing of ships and vessels and other work accessory to the industry are organised in this Division, in the building of steamers, launches, tugboats, as shipwrights, carpenters, boiler-makers, coppersmiths, all other branches of workers directly employed in this industry.

2.—MANUFACTURE AND GENERAL PRODUCTION.

This Department consists of the following Division:—

- (a) Glass and pottery.
- (b) Textile and clothing.
- (c) Manufacture of leather goods and substitutes.
- (d) Metal and machinery manufacture.
- (e) Manufacture of wood articles.
- (f) Manufacture of chemical goods.
- (g) Manufacture and distribution of foodstuffs.
- (h) Printing.

(a) GLASS, POTTERY AND BRICKMAKING.—All workers in potteries, brickmaking, porcelain factories, chinaware factories, including decorators and designers, clerks, salesmen, carters in sales and distribution houses of ceramic goods.

(b) TEXTILE AND CLOTHING.—This Division is composed of workers from the following Industrial Sub-Divisions:—

1. All workers employed in the manufacture of silk, linen, cotton, wool, and worsted articles, as mule spinners, loomfixers, weavers, warpers, carders, sorters, clerks, and stenographers in factories and retail houses, all workers in dye-houses, including chemists, inspectors; also all workers employed in the making of knitting wares, etc.
2. All those engaged in the making of garments and other goods of silk, artificial silk, linen, cotton, and woollen fabrics, such as clothing workers, workers in collar and shirt factories, including salesmen, clerks in distribution places, wholesale and retail.
3. All workers employed in establishments where wearing apparel is made of fur, felt, straw, etc., as furriers, glovemakers, hat-makers, millinery workers.

(c) MANUFACTURE OF LEATHER GOODS AND SUBSTITUTES.—This Division is composed of workers organised in three sub-divisions—

1. All workers employed in tanneries and leather-preparing places, as fellmongers, tanners, etc.
2. All workers engaged in the manufacture of boots and shoes, which includes all clerks and stenographers, carriers, engineers, firemen, etc., engaged in the boot industry.
3. All workers in other leather goods, or substitutes of leather, such as harness-makers and horse goods-makers, workers in belt factories, etc., and rubber goods factories, etc.

(d) METAL AND MACHINERY MANUFACTURE.—All workers employed in making

goods of any kind of metal are grouped together in this Division, three Sub-Divisions joined together to constitute the same, in which are organised:—

1. All workers in blast furnaces, steel mills, tinplate mills, chainmaking establishments, wire nails, nail mills.
2. All workers engaged in the building of locomotives, cars, in any shops other than transportation workshops, stationary engines and machinery, such as pattern-makers, coremakers, moulders of iron and other metals, machinists, all other workers in all these plants, including the workers in the power departments of such plants, machinery movers, carters, clerks, etc.
3. All workers employed in making of metal wares and products other than engines and machines, of different metal, such as workers in watch factories, knife and saw factories, in the making of jewellery, goods, and utensils, silversmiths, goldsmiths, and clerks, salesmen, etc.

(e) MANUFACTURE OF WOOD ARTICLES.

—This Division consists of sections of workers employed in the manufacture of goods out of wood, or principally wood, or wicker. It would embrace all workers in piano factories, planing and sawmills, furniture factories, all workers in cooperage shops, box factories, etc. The workers in each of these factories would form a Section, embracing all the workers of one or more plants in which a given article is manufactured; for instance, a piano factory would be organised as a Section, not only the wood workers, but also the metal workers, tuners, polishers, piano movers, clerks, etc., employed in that factory.

(f) MANUFACTURE OF CHEMICAL GOODS.—This division comprises all workers employed—

1. In the production and making of paint, drugs, chemical, fertilizers, rubber, gutta-percha, powder, dynamite, and all explosives, including cartridges and shells, inks, perfumes, turpentine, celluloid, soaps, etc., including chemists engaged in these pursuits, all workers in drug stores and pharmacies as salesmen, clerks, etc.
2. All workers employed in the making of cellulose and paper for printing and commercial purposes.

(g) MANUFACTURE AND DISTRIBUTION OF FOODSTUFFS.—Made up of five Sub-Divisions. This Division is composed of workers engaged—

1. In the production of foodstuffs made of grain and cereals.
2. In the production of foodstuffs made of animal matter.
3. In the production of liquid for consumption.
4. In the production of narcotics.
5. In the distribution of foodstuffs.

As the process of production is not finished until the goods are put to use by the consumer, all workers in the distributing places—that is, the workers in hotels, inns, restaurants, private houses, saloons, etc., form part of the organisation connected with the Foodstuffs Sub-Division.

1. Grain and Cereals comprise all workers in flour and cereal mills, in bakeries, biscuit factories, candy and confectionery shops, in sugar refineries, including, of course, all engineers, coopers, clerks, salesmen, and de-

livery carriers employed in any such establishments.

2. Animal Matter.—This Sub-Division comprises all workers employed in meat-packing houses, slaughtermen, or handling meat, dairy and milk depot workers, and deliveries, all workers in fish-packing houses, and clerks.
3. Liquid for Consumption.—In this are organised all workers in wine and whisky distilleries, in breweries, malt houses, vinegar factories, ginger and cider mills, all employed in yeast production, and production of soda and soft drinks. These, as in all other industries, include the workers in the power-furnishing departments of all these plants, and the workers in the delivery departments of all these plants, and the workers in the delivery and distribution stations; also clerks, stenographers, etc.
4. Narcotics.—The four Sub-Divisions comprises all workers employed in the manufacture of tobacco goods, cigarmakers, cigarette-makers, all tobacco factory workers, clerks in cigar and tobacco stores, distributors, salesmen, hairdressers, etc.
5. Foodstuffs.—In the fifth Sub-Division are organised all workers in hotels and restaurants, clubs and boarding houses, saloons, as cooks, waiters, waitresses, barmen, barmaids, bakers and butchers in hotels, barbers (if employed in hotel service), chambermaids, hotel clerks, etc., chauffeurs, and cabdrivers, if they are in hotel service exclusively.

(h) PRINTING.—All workers in the printing and lithographic institutions are organised in this Division—printers, compositors, pressmen, bookbinders, photo. engravers, stereotypers, lithograph

artists and printers' designers, editors of newspapers and magazines, proof readers, including all machinists, engineers, firemen, electricians, caretakers, and clerks in the printing industry.

(i.) All workers engaged in the manufacture of paper for printing and commercial purposes and makers of paper bags, cardboard boxes, cartoons, fibre and veneer.

3.—TRANSPORTATION AND COMMUNICATION.

They are grouped in four Divisions, as part of the Department.

(a) LONG DISTANCE TRANSPORTATION ON LAND.—This Division embraces all workers employed in the long distance railroad service, such as enginedrivers, firemen, shunters, guards, signalmen, all men engaged in the supervision and maintenance of the permanent way, stationmasters, porters, examiners, car-repairers, railroad dispatchers and telegraphers, all workers in the railroad repair construction shops, and manufacturing establishments attached thereto, and all clerks employed in railroad offices.

(b) WATER TRANSPORTATION.—In this Division are seamen and all workers on steamships, ferry boats, which includes stewards, marine cooks and butchers; also all wharf workers as are employed in the loading and the unloading of vessels, clerks, carters, etc.

(c) SHORT DISTANCE TRANSPORTATION.—In this Division are organised all workers in municipal passenger transportation service, street car workers, including all workers in the power-producing plants, electricians, linemen, car shopworkers, also workers engaged in general carting and contract work, and clerks, cab and motor-car drivers, bar, stable, and garage workers,

wherever the service is directly connected with the short distance transportation service.

(d) COMMUNICATION.—All workers in the post and telegraph and telephone service are organised in this Division, such as sorters, letter-carriers, mail lorry drivers, telegraph and telephone operators, and linemen, clerks, assistants, including caretakers, messengers, cleaners, etc., in all stations and houses.

4.—AGRICULTURAL, LAND AND FISHERIES.

Four Divisions comprise this Department—

(a) GENERAL AND STOCK FARMING.—This Division comprises all workers employed in general and stock farming.

1. In grain and vegetables, all farm workers in ploughing, planting, reaping, including all engineers, firemen, blacksmiths, repairing and fertilising operations, which would include all carpenters engaged in farm-product work. All workers engaged on cotton and sugar plantations would come under this group; also all irrigation workmen—that is, all working at the operation of irrigation systems, as engineers, pumpmen, lockmen, pipe and repairmen, etc.
2. On cattle and live stock farms, stockmen, sheep shearers, rouseabouts, all workers on fowl and bird farms, on dairy farms, etc.

(b) HORTICULTURE.—This Division comprises all workers on fruit farms, flower gardens, orchards, tobacco farms, all workers engaged in the cultivation of silk in vineyards, fruit pickers, and packers, etc.

(c) FORESTRY AND LUMBERING.—In this Division are associated together all workers in forests, rangers, afforestation workers, woodcutters,

and timber-getters; all workers in the forest who are preparing wood for shipment for manufacturing purposes, collectors of sap, herb, leaf, cork, or bark, etc.

(d) FISHERIES AND WATER PRODUCTS.—In this Division are organised all fishermen on ocean, lakes and rivers, oyster bed workers—in short, all workers engaged in raising, keeping, and catching fish, in the collection of pearls, sponges, and corals, such as divers, sorters, etc., which would include all mechanics on fishing boats and steamers, etc.

5.—CIVIL SERVICE AND PUBLIC UTILITIES.

This Department is composed of workers in eight Divisions, constituting each a component part of the Department—

1. Hospital and Sanatoriums.
2. Sanitary Public Safety.
3. Educational Institutions.
4. Water, Gas, and Electricity Supply Service.
5. Amusement Service.
6. General Distributions.
7. Stores.
8. Miscellaneous Service.

(a) HOSPITALS AND SANATORIUMS.—In this Division are organised all workers in hospitals and health restoration resorts, sanatoriums, etc., such as nurses, waiters, cooks, attendants, laundry workers in these institutions, etc.

(b) PUBLIC SAFETY.—This is comprised of workers employed in the protection of health and public safety—that is, all workers engaged in the cleaning and caretaking of streets, public places, and park, health inspectors, police, and firemen, all workers employed in cemeteries, embalmers, grave-diggers, etc.

(c) EDUCATIONAL INSTITUTIONS.—In this Division are organised all workers in public schools and all institutions of learning, education, such as teachers, lecturers, librarians, including also all workers keeping the institutions in sanitary and wholesome condition, such as cleaners, janitors, etc.

(d) WATER, GAS AND ELECTRICITY SUPPLY SERVICE.—This Division is composed of workers in power houses, pumping stations, all workers in plants supplying to communities power, gas, electricity, etc.

(e) AMUSEMENT SERVICE.—All workers in theatres amusement places; concert halls, football grounds, such as actors, musicians, stage workers, vaudeville artists, ushers, cashiers, waiters, and waitresses in amusement places, etc.

(f) GENERAL DISTRIBUTION.—The big departmental stores and distribution houses, with thousands of workers employed in each, have more or less assumed the functions of public services. It would be well-nigh impossible to organise the workers in that service to the goods that they handle in the process. Therefore, all the workers in these distribution stores are organised together into sections as component parts of the one Division, which in turn is a part of the Department of Public Service workers, such as shop assistants, stenographers, clerks, repairers, packers, department store drivers, etc. In these stores, all are members of one industrial department.

(g) STORES.—All workers in local stores, bond stores, and all general stores.

(h) MISCELLANEOUS SERVICE as follows:—Administrative sections of the public service are not included in any other department, and other wage workers in commercial and mercantile concerns, such as banks, insurance offices, etc.

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PRINTERS,
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