

## Rules of Brewers' and Maltsters' Union No. 6, resp. Gambrinus Assembly No. 7503, K. of L.

SECTION 1. Only members of Brewers' and Maltsters' Union No. 6, resp. Gambrinus Assembly No. 7503, K. of L., who are in possession of employment cards shall be employed in the Breweries and Malthouses.

SEC. 2. *Hours of Labor.* On week-days, ten (10) consecutive hours, interrupted only by one hour for dinner, shall constitute a days' work. With the exception of the loading of beer, work shall begin no earlier than seven o'clock in the morning. Sunday work in the brewery shall not exceed three (3) hours and shall only last until ten o'clock a. m. Each Maltster shall have at least two holidays monthly.

SEC. 3. *Wages, payable weekly.* The wages of wash-housemen shall not be less than fourteen dollars (\$14.00) per week. The wages for men employed in cellars, fermenting room and kettle department shall not be less than fifteen dollars (\$15.00) per week. The wages of maltsters shall not be less than sixteen dollars (\$16.00) per week. Overtime shall only be worked in exceptional cases and be paid at the rate of thirty cents (30c.) per hour.

SEC. 4. The employer shall, during the dull season, arrange with his employees to change off, each in his turn, with the exception of the first man in each branch. The workmen shall, as heretofore get their beer free during working hours. No workman shall lose his position in a case of sickness, which does not exceed a period of two months. All workmen shall have the liberty to live and board, where they choose.

SEC. 5. One apprentice shall be allowed for the first 15 workmen and one for each additional 25 men. No apprentice shall at the time of his engagement be over 21 years of age, and his term of apprenticeship shall not be less than two years.

SEC. 6. *Board of Arbitration.* A Board of Arbitration consisting of two brewery owners and two men chosen by the Brewers' and Maltsters' Union No. 6, resp. Gambrinus Assembly No. 7503, K. of L., shall meet once a month to discuss and decide about any incidental violation of the rules. This board shall in case of disagreement, with mutual consent choose an impartial man, whose decisions shall be binding on both parties.

## The Articles of the St. Louis Brewers' Association are as follows:

1st. The wages to be paid shall be as follows: Workmen in wash-houses not less than \$55.00 per month. Workmen in cellars, fermenting-room and kettlemen, not less than \$60.00 per month. Maltsters not less than \$65.00 per month. Sunday work included.

2d. A day's work shall constitute 10 hours, and since the operation of a brewery requires some attention on Sunday as a matter of unavoidable necessity, 3 hours shall constitute a day's labor on that day; should it be necessary to work more than 3 hours on Sunday, extra time shall be paid for at the rate of not less than 25 cents per hour. The foregoing provisions as to hours of labor and Sunday work shall not apply to workmen employed in malthouses, their working hours and Sunday labor shall remain as heretofore.

3d. Every employee shall be at liberty to live and board where he chooses.

4th. No charge shall be made for beer consumed by workmen during working hours, within proper limits and regulations.

5th. No workman shall be employed at the recommendation of saloon trade.

6th. All employees shall receive just and impartial treatment regardless of nationality or connection with any organization.

7th. Promotion shall be made according to individual merit.

8th. All employees shall upon application, be furnished with a certificate as to character and qualification.

Signed by:

ANHEUSER-BUSCH BREWING ASSOCIATION.

WM. J. LEMP WESTERN BREWERY.

ST. LOUIS BREWING ASSOCIATION. (Trust.)

P. S. These three firms are composing the St. Louis Brewers' Association.

**Answer of Brewers' and Maltsters' Union No. 6, resp. Gambrinus Assembly No.  
7503, K. of L., of St. Louis, Mo., to the interview of the St. Louis  
Post Dispatch with Adolphus Busch, of the Boycotted  
Anheuser-Busch Brewing Association.**

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From divers newspaper clippings sent us from all parts of the country, we find that the agents of the Anheuser Brewing Ass'n, of St. Louis, Mo., had caused the publication of the interview of Adolphus Busch, president of the above Association, by a reporter of the St. Louis Post Dispatch published in said paper on the 11th of March and copied by several journals.

We are sorry to state that there were quite a series of false statements made with the intention of making organized labor and its friends believe that the boycott pronounced by several central labor organizations upon St. Louis beer causing said firm quite a loss of business was unjust.

To show the falsity of the assertions made by Mr. Busch in behalf of his company and to lay low the lies spread by the agents of this firm, we shall state:

In the brewery of the Anheuser-Busch Brewing Association there are, when business requires a full force of workmen, 250 to 280 brewers employed, not 1,200 as Mr. A. Busch stated. We suppose that gentleman counted in as brewers, beer drivers, teamsters, laborers, the several hundreds of children employed in the bottling department, firemen, machinists, engineers, oilers, tanners, glass blowers (with the many children employed in their glass houses), pipe-fitters, whiteners, plasterers, carpenters, painters, brick and stone masons, hod carriers, coopers, switchmen, etc., the many clerks and large office force, the considerable numbers of foremen and so-called straw bosses. As our organization is composed solely of persons directly employed in the brewers trade, the assertion made by Mr. Busch that in case his brewery would become a strictly union shop, Brewers' Union No. 6, could not furnish enough union brewers, is unjustified. All the above mentioned trades have an organization in this city and have more than enough competent workmen in their ranks to supply his brewery; but the truth is the Anheuser-Busch Brewing Association has no desire to employ union men, respect union rules or pay union prices. For instance, said company pays its carpenters 22½ cents per hour, while the union price is 35 cents; for plasterers, 22½ cents, union price 37½ cents; whiteners, which are all brought here from a country town in Illinois, as he could not procure non-union help in this city, 20 cents, union price, 35 cents, and with few exceptions all employes of this firm are treated very little different from the chattel slaves in days past. All the firms upon which the boycott is placed, pay considerable lower wages than the rules of the Brewers' Union stipulate. The union demands for men employed in the wash-house, \$14.00 per week, while the scab breweries (Anheuser-Busch and Wm. J. Lemp included,) pay \$55.00 per month, or \$1.30 per week less than union price. For men working in the beer cellars we demand \$15.00 per week, while the above named breweries pay \$60.00 per month, or \$1.15 less per week than union price; we demand for our men in the malt house, \$16.00 per week of 70 hours, while the boycotted breweries pay \$65.00 per month or \$1.00 per week less.

As to what Mr. Busch said regarding the number of members in this organization we shall state that in spite of all the tricky measures adopted by those heartless money bags, for the purpose of ruling us out, we have after 3 years' battle yet 125 determined men in good standing on our membership list. A great number of our members were forced by the blacklisting system to cease their affiliation with this organization, if they wished to retain their jobs. Those men would only be too glad to renew their membership if it could be done without danger of discharge. From the 7th of January 1887, until the 1st of May 1888, the time the agreement between our organization and the brewer firms was in force, we could furnish sufficient and good union help for all the St. Louis breweries, though having in the beginning a membership of only 75, which however, quickly grew to the respectable figure of nearly 500. The assurance of Mr. Busch, that the men employed by his company are perfectly satisfied with the wages and treatment received, should be recognized by every thinking man as an empty phrase. Every body knows that an organized workman must keep low if he intends to keep his employment, he does not proclaim openly his dissatisfaction with the state of affairs.

The assertion of Mr. Busch that his employes deposited with his firm their savings amounting to \$200,000 made with the intention of advertising the great benevolence of his firm, is too clear a case of bare-faced bragging, to be believed by an intelligent public. Every body knows that a workman with a family or even without one, cannot save very much if anything, in a city of so expensive living as St. Louis on wages ranging from \$13.00 to \$14.00 per week, taking furthermore lost time into consideration. To enable you better to appreciate our position by seeing the difference between the rules of our organization and the St. Louis Brewers' Association (boss brewers), we enclose copies of both for comparison. The union rules stipulate for the workmen employed in the brewery trade better, more humane treatment and regular hours. The ten hours which should constitute a day's labor, are at present spread all over from 3, 4 or 5 o'clock in the morning to 5 or 6 o'clock p. m., with interruptions for meals.

A part of the men of the Anheuser-Busch Brewing Ass'n are sometimes bound, besides their regular day's work, to clean the cooling apparatus at any hour of the night, without getting any compensation for it; while the union rules stipulate that with the exception of loading beer, the day's work should not commence before 7 o'clock, a. m., and should consist of 10 consecutive hours. In short, the boycotted beer firms of St. Louis do not intend to recognize the organization of their employes, because they do not intend to give up the inhuman exploitation of their workmen, and the accumulation of their millions, even at the cost of producing in a few years, physical and mental wrecks of their wealth producers. The desperate efforts by which the boycotted beer monopolists are trying to counteract the effects of the influence of organized labor upon their business, is a sure sign that the latter is doing its duty in teaching those overbearing money-bags a lesson they will not so soon forget and that it eventually will force them to give up their opposition. Still it is necessary they should experience that all the falsehoods they are spreading have not the desired effect of misleading organized labor and its friends.

Fraternally,

BREWERS' AND MALTSTERS' UNION No. 6, AM. FED. OF LABOR,  
RESP. GAMBRINUS ASSEMBLY No. 7503, KNIGHTS OF LABOR,  
ST. LOUIS, MO.