

A N O N Y M O U S (T H E E M P L O Y E R S O F
V A L - D E S - B O I S)

Val-des-Bois. The Present Situation, March 1895

Reims, Imprimerie coopérative

1895

THIS EDITION

This is an English translation of the original French text, made for the website leonharmel.com in 2026. It follows the original sentence by sentence, without cuts or additions.

The text is given in full, translated from the 1895 edition. It has been typeset in the spirit of the original: title pages and headings follow the layout of the book.

The numbered notes are those of the original work; here they are numbered continuously from beginning to end.

Léon Harmel, le Bon Père du Val-des-Bois

leonharmel.com

Translated from the transcription of a digitised copy.

Original document: private collection.

Version of 6 October 2026.

MARCH 1895

VAL-DES-BOIS

THE PRESENT SITUATION



Our friends have asked us for exact information, supported by figures, on the situation of the workers of the Val-des-Bois mill. As long as we were under attack, we preferred to keep silent. Today, now that calm seems to have returned, we gladly comply with the wish expressed to us by publishing these notes, all the elements of which are taken from our industrial books.

Verification is easy, for Val-des-Bois is often visited. Priests, lay people and sociologists come to it from every quarter, and they are put in touch with the workers. The workers of Reims and the Ardennes come there every year for social meetings. Lastly, its special organisation has long attracted the attention of friends and opponents alike.

Moreover, Val-des-Bois is not, as its name might suggest, an isolated spot. It lies in the valley of the Suippe, known for its many spinning and weaving establishments; it is half an hour from Reims and in the very heart of an industrial district.

Our notes will deal especially with the mill and its staff, with wages and their accessories, with saving and with the workers' organisation. In an *Appendix* we shall give statistical documents that will throw light on these notes.

For the details of the internal organisation, we refer the reader to the booklet *Statuts et Règlements divers*, which is available to all who

ask for it¹.

Chapter I

1. Mill; — 2. Staff: Employers, Foremen, Workers; — 3. Fundamental associations; — 4. Hours of work; night work.

1. Mill.

The Val-des-Bois spinning mill comprises combing, dyeing, carded-wool and combed-wool spinning, twisting and fancy yarn. The products are sold mainly abroad; this is what led to the founding of a spinning mill at Sabadell, in Spain, in order to keep a clientele that could no longer be served because of the new customs duties.

The mill is built on a single storey. The workrooms are spacious and well lit. The height is 4.60 m under the beams and 6 metres under the ceiling.

Ventilation is provided by fans, each of which removes about ten thousand cubic metres of air an hour. Seventy special appliances cool the air in summer and warm it in winter, so as to maintain a temperature that is both favourable to the working of the wool and suitable for the health of the workers.

Signals placed in each workroom allow the engines to be stopped at once in case of danger. Rules, strictly enforced, forbid the steam engines to be set in motion before two successive warnings have alerted the workers. A self-acting mule may not be put into gear before the minder has first given the agreed cry. The most careful precautions are taken to prevent cleaning while the machines are running,

1. This booklet contains the general rules posted in the workshops, the special rules for the engines, cards, combing machines, winding frames and self-acting mules, the statutes of the mutual aid society, the statutes of the mixed union and of the cooperative society, and tables of the corporative bonus and of the savings bank.

etc., etc. (See pages 16 to 24 of the *Règlements*.) And so we have had no serious accident to deplore for some years.

We are helped in all these cares by our factory councils.

2. Staff.

The *employers* live in the midst of their working population, and on various occasions they invite the councillors to their table.

In 1893, the Good Father received at dinner, on weekday evenings, one after the other, the twenty-eight sections that include all the men of the mill.

According to a constant tradition in the family, *the future employer* serves his apprenticeship in the mill and passes in turn through each of its departments.

He leaves a post only when he has been able to replace completely the worker or foreman in whose stead he works during one or two weeks of leave granted to the holder of the post.

The employers' action seeks above all to develop the initiative and the responsibility of the workers.

The *foremen* and the *clerks* are chosen, as far as possible, from the families of long-serving workers, who thus have before them the prospect of a certain professional advancement.

The authority of the foremen is limited. They can neither hire nor dismiss, and the fines they impose become final only after *the signature of an employer*.

Remonstrances seem preferable and do not have the odious side of a deduction from wages. And so the total of the fines paid each year to the mutual aid society hardly exceeds twenty francs.

Everyone without distinction keeps the right of appeal to the employer.

Because their power is limited, are the foremen less obeyed? Experience has shown the contrary. They more easily obtain the sub-

mission of the will, since their authority is no longer held in check by accusations of arbitrariness and the irritation that follows from them.

Workers. — The working staff is made up as follows:

Males from 13 to 18 years	48	
ditto over 18 years	267	399
Foremen, clerks	39	
Miscellaneous	45	
Women workers under 18 years	66	610
ditto unmarried	79	
ditto widowed or married	36	211
Women workers working at home for the mill or, when there is a rush, three or four hours in the workshop	30	

Schools run by the Brothers of the Christian Schools and the Sister Servants of the Heart of Jesus of Saint-Quentin:

Infant school: boys under six	28	66
ditto girls ditto	38	
Brothers' schools, 6 to 13 years	93	141
ditto adults	48	355
Sisters' schools, 6 to 13 years	82	148
ditto adults	66	
<i>Mothers</i> of families who stay at home		209
Number of <i>families</i>		255
Small children not attending the infant school		49
Elderly parents living in their children's home		11
Girls over 14 years not working at the mill		12
Members of the employers' families living at Val-des-Bois, parents and children		24

A *Company of Veterans* has been formed of the workers who have worked more than twenty-five years at the mill. It has its council, its insignia, its feasts. *Document No. 1* gives its composition, with mention of the honorary awards received. One of them wears a decoration of the Holy See; eight wear the tricolour decoration of the ministry's medal of honour; several others have received diplomas from Reims or Paris.

Document No. 2 gives the names of those who have from fifteen to twenty-five years of service (42) and from ten to fifteen years (56).

Young men who are in the *Seminaries* in March 1895:

At the major Seminary of Reims, Léonide and Ludovic Sacotte, Constant Gendarme, Julien Loos.

At the minor Seminary of Reims, Julien Mailier, Charles Lallemand, Émile Peck, François Évrard.

At the Alumnnate of Fayet, Victor Mailier, Michel Alacoque.

At the Alumnnate founded at Val-des-Bois to begin studies, Jules Lallemand, Jules Huon, Henri Kohler, Louis Verton.

Total: fourteen students for the priesthood belonging to the working population.

At the Novitiate of the Brothers of the Christian Schools, Félix Loos.

A certain number of priests are in the parish clergy and in the religious orders.

Our Associations of girls also provide their contingent.

3. Fundamental associations

The working population is divided among the *fundamental associations* as follows:

St Aloysius Gonzaga, 6 to 13 years (14 councillors).	93	
Little Circle, 13 to 16 years (11 councillors).	34	440
Men's Association, over 16 years (Internal Council, 14 members).	313	

St Philomena, 6 to 11 years (9 women councillors).	55	
Holy Angels, 11 to 15 years (9 women councillors).	51	
Children of Mary, 15 years until marriage (13 women councillors).	132	469
St Anne, married women (14 women councillors).	231	

These Associations each have their own autonomous government by means of councils appointed by their peers.

As can be seen, a certain number of men do not belong to the Associations, which do not reach all the women and all the girls either. Recruitment takes place through the mutual apostolate, in the greatest freedom.

4. Hours of Work. — Night work.

Work begins at a quarter to six and ends at six in the evening, with a quarter of an hour's stoppage at half past eight and an hour at noon. The young people, girls and boys subject to the law, stop work each day for half an hour for school and half an hour for cleaning. Married women leave at half past eleven in the morning to prepare the meal.

Night work is done in one workroom only, and only by seven combed-wool spinners with their piecers. As soon as the firm is able to replace the machines sent to Sabadell, this work will cease.

The organisation and development of the new Spanish mill have delayed that time.

Chapter II

1. Wages; — 2. Their permanence; — 3. Their supplements; — 4. Making them bear fruit; — 5. Economic and domestic education; — 6. The complement needed to reach the family wage; — 7. Individual and collective reserves.

To understand the economic conditions in which the workers employed at Val-des-Bois find themselves, one must examine the various elements that contribute to their well-being:

Wages properly so called; Their permanence; Their supplements; Making them bear fruit; Economic and domestic education; The complement needed to reach the family wage; Individual and collective reserves.

1. Wages properly so called.

In *Documents 3* and *4* we give tables of the wages of the second half of 1894 for the jobs paid by the piece or affected by bonuses. We give a special one for fixed wages, *Document 5*. It will be noticed that we have been content to put numbers instead of names. In our books these numbers correspond to the persons concerned, who are thus very easy to find.

We have given the modest wages as well as the well-paid ones.

The salaries of the foremen and clerks, being the same as in other centres, seemed unnecessary to cite.

The average for the mule spinners exceeds 5.50 fr.; the average for women workers exceeds 2 fr. It should be borne in mind that the bonuses are set at a rate that can always be reached.

We give work to all the members of the same family, which brings a moral advantage for the father and the children, that of living together at the mill as at home, and a material advantage, that of adding wages together. On this account, some families receive more than *five thousand francs* every year, because of the number of their members whose work is assured. To employ all the members of one family is for us a principle and not a necessity, for a certain number of families live nearer to the Warméville mill and to the Isles-sur-Suippe mill, where they could find work for several of their members.

2. Permanence of wages.

The permanence of work, and therefore of wages, has never failed so far at Val-des-Bois. On the other hand, there have never been strikes. In 1848, most mills closed; during the war of 1870-71, coal, money, the post and transport were lacking, and yet work did not stop for a single day, either in 1848 or in 1870. It was the same at the time of the fire of 13 September 1874, which consumed the five-storey buildings. Another spinning mill was rented that very day, and not one worker was left idle on that account.

3. Supplements to wages.

The workers are housed in convenient, detached *houses*, the annual rent of which is 78, 90, 100 and 110 fr. and upwards. The type of the *cité Jeanne d'Arc*, at 110 fr., is made up as follows: a large room on the ground floor, a scullery and a cellar, two bedrooms on the first floor with a loft above, a garden in front of each dwelling, bounded by privies and sheds for lumber and for a few domestic animals, the whole surrounded by a fence; further away, a second and larger garden.

We proposed to our workers that they found a cooperative housing society. They refused, having calculated that, at the rate at which they pay the rent of their houses, they would draw only an insufficient return on their money. We have always been careful to keep this rate moderate, to prevent the landlords, to whom we are obliged to have recourse, from raising their demands too high.

In case of *sickness*, the mutual aid society gives a right to the doctor's care and to medicines for the whole family, and to an allow-

ance for the worker. All the expenses occasioned by death and Christian burial are likewise borne by the society².

Temporary unemployment caused by an *accident* gives a right to an allowance equal to half the wage, which is added to the sickness payment. Example: a worker who earns five francs is laid off by an accident: he receives 1.50 fr. as a sick man and 2.50 fr. as an injured man; total: 4 francs a day. In case of permanent incapacity, the victim would receive a pension in proportion to his wage, which can in no case be lower than three hundred francs.

When *old age* saps a man's strength and prevents him from carrying on his usual work, light work is found in the mill, in keeping with the technical knowledge of the old hand, who thus continues to earn his living honourably.

Example: a former spinner, no. 89, in his 73rd year, is a sweeper at 2.50 fr. a day; worker no. 58, in his 70th year, sorts paper tubes and earns 2.50 fr.; spinner no. 20, in his 73rd year, sorts wool waste and earns the same wage; spinner no. 53, in his 70th year, works at the willowing; worker no. 87, in his 73rd year, works at the blending of the wool and earns 2.75 fr.

When there is complete incapacity, the *provident fund*, formed exclusively by the employers, provides a pension in proportion to needs.

2. See the statutes of the society, pages 25 to 40 of the booklet *Règlements*. Nursing sisters care for the sick at home; they have a dispensary for the mill. The doctor gives consultations every day, announced in the workrooms of the mill and outside by agreed signals.

4. Making wages bear fruit.

A *cooperative* society supplies bread and cloth. It does about eighty thousand francs of business a year, and the last half-year gave more than three thousand francs of profit, of which only one eighth belongs to the shareholders and seven eighths to the cooperators, that is to say, to the purchasers. *Document No. 6* gives a summary of its operations since the founding of the Society.

Rebates are granted by certain suppliers according to the agreements made with them.

Lastly, *direct purchases* are made when the occasion arises. Thus, in recent months, the Workers' Commission bought wine at 27½ centimes a litre, delivered carriage paid. The first purchase was of 100 casks of 50 litres, which had been asked for by as many families.

All these organisations encourage *payment in cash*, which is a real multiplication of resources, as experience proves. To make it easier, advances are made free of interest, either in case of loss of work through sickness or to get through hard times, and arrangements are made with creditors to settle old debts.

5. Economic and domestic education.

First of all, for the girls, through the *housekeeping school*: from the age of ten they are trained in sewing, especially mending, in washing and laundering, in keeping the household account book and in the elements of cooking.

The men have various economic councils (bakery, cloth, direct purchases, initiative committee), where, through the administration of common interests, they are trained in the government of their own household. Parallel councils exist for the mothers of families.

Talks on practical economy are given to the mothers of families, and the district councillors seek to put them into practice around

them.

6. *Family wage.*

The wage must feed the family; this is the doctrine of reason, proclaimed by the theologians and recalled by Leo XIII.

Now, there are circumstances in which a supplement is necessary, whether because of the number of young children, or as a result of the death of the head of the family, or for any other cause.

In order to maintain the family wage, we have founded an institution that we call the *Family Fund*, which is intended to provide the supplements.

First of all, it was necessary to determine the sum needed to live.

In the special situation of our establishment in the countryside, with the gardens and the other advantages, we believed we could set the indispensable minimum at 4.20 fr. a week per head, young and old alike. Example: a family of 7 children has only one wage earner, the father, who earns 24 fr. a week. The minimum is calculated as follows: seven children plus the father and the mother, that is, nine persons at 4.20 fr., make 37.80 fr. The fund must therefore pay 13.80 fr. as a supplement. We do not claim that this minimum is enough, but only that it prevents dire poverty. In our view it is equivalent to 5.60 fr. per head per week in town.

Furthermore, it should be noted that in most cases the families concerned include small children, for whom the expense is still slight.

How are the supplements distributed? By a workers' commission. Every fortnight its members look at the wages that do not reach the minimum. They visit those concerned and can thus decide, at the Sunday meeting, what goods are to be supplied. Those entitled do not need to ask: the commission is too anxious to fulfil its mission to forget anyone.

No doubt the supplement keeps the character of a liberality that cannot be demanded; but at the same time it keeps a character of

fixity guaranteed by the workers' commission. It is therefore neither a reward for good conduct nor an arbitrary act of charity. The employers alone, that is to say, in short, the enterprise, take on this burden to make life easier for large families, but the workers' commission has absolute disposal of it.

Situation of the Family Fund. — In March 1895 it was paying 37.50 fr. a week, namely:

A widow, no. 177:

4 persons at 4.20 fr. = minimum.	16.80 fr.
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One woman worker only, at 2.20 fr.	13.20
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Supplement	3.60
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A dyer, no. 246:

8 persons = minimum	33.60
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Earnings 4.50 fr.	27.00
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Supplement	6.60
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A piecer, no. 85:

7 persons = minimum	29.40
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Earnings 3 fr. (piecer)	18.00
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Supplement	11.40
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A widow, no. 168:

8 persons = minimum	33.60
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Earnings 5.35 fr. $\times$ 6	32.10
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Supplement	1.50
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A labourer, no. 209:

5 persons = minimum	21.00
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Earnings	18.00
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Supplement	3.00
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A piecer, no. 71:

7 persons = minimum	29.40
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Earnings	18.00
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In addition, the Conference of St Vincent de Paul grants relief to the sick and the needy, either over and above the minimum, or when the age of the children makes the minimum too small.

Furthermore, each employer's household adopts a few workers whose health requires a special diet.

7. Reserves.

The *corporative bonus* is a dividend, usually of 5 per cent, on purchases at the Cooperative Society. It must be placed in the Savings Bank until the head of the family has reached the age of fifty, except in the event of death or of leaving the mill, in which cases it is repaid, after deduction of the sums owed to any of the institutions of the union.

On this account, 189 passbooks represent 15,330.75 fr., divided as follows:

105	have less than 50 fr.
37	have from 50 to 100
24	have from 101 to 200
13	have from 201 to 300
7	have from 301 to 500
3	have from 500 to 900

In the last half-year the corporative bonus amounted to 1,380.45 fr., of which 66 heads of families who have passed the statutory age received 597 francs in cash.

In addition, a corporative patrimony has been established for the community. It is managed by the Union Council and at present amounts to 2,000 francs.

Chapter III

Saving.

To make saving easier and to encourage it, we receive in our offices, on pay day, the small sums that the worker wishes to leave. These sums bear interest at 5 per cent a year, up to a certain amount, according to the rules on page 64 of the booklet.

The girls who belong to the Association of the Children of Mary receive a *dowry* equal to the sum entered in their savings passbooks, up to a limit of 100 fr. In this way we now have 70 of them who are acquiring the good habit of thrift.

The *school savings bank* holds the deposits of the schoolchildren, of the young people of the Little Circle and of the Associations of girls. The table to be found in *Document No. 7* shows that 203 passbooks grow on this account every fortnight.

The *general savings bank* at present has 116 active passbooks, of which 47 belong to women workers, 30 to piecers and labourers, 11 to spinners and 28 to clerks.

Saving has followed the moral and religious progress of our population. It was almost nil at the beginning of the associations in 1861. It has now reached an average of 62,000 francs a year (see *Document No. 8*).

What is the present wealth of the working population? It would be very difficult to say, since we do not know the investments made, or lose sight of them each year.

Nevertheless, we wished to find out in the case of our company of veterans, whose names appear in *Document No. 1*. The inquiry made allows us to state that these old hands together own no less than 225,000 fr., in houses, land, securities and deposits in the savings bank. This sum is, of course, very unevenly divided.

It is interesting to know that the 42 veterans' households have had 145 children between them.

Chapter IV

The workers' organisation.

The *mixed union* was established in 1885 in accordance with the law.

The workers' union council is appointed by their comrades; two thirds of the votes cast are required for election. It meets on Tuesdays. The employers' council holds its sittings on Mondays. Every month there is a meeting of the whole council (see the statutes, pages 41 to 66 of the booklet *Rèlements*).

The *factory council* has been at work since 1885; it is made up of one worker from each workroom, chosen from among the long-serving workers by the workers' union council. In its fortnightly meetings it examines, with an employer, hygiene and sanitary measures, precautions to prevent accidents, the training of apprentices, questions of production, wages and bonuses, and the complaints the workers may make for any reason whatever. Besides the questions of wages, which of necessity rarely come up, there is a host of useful subjects to deal with, and many improvements of detail to be made in the situation of the workers. This council is a valuable auxiliary in helping the employer in the government of his mill, and a very useful moral instrument for maintaining the good spirit, which is easily spoilt by small misunderstandings when they are not cleared up at once.

The *workshop councillors* fulfil the same functions for the women's workshops, of which they are the delegates.

Nothing is better suited to establishing confidence between workers and employers than this periodical exchange of ideas and feelings

on the questions that dominate the worker's life and constantly occupy his mind.

In our opinion it is a necessary preparation and training for the working of the mixed union.

From the religious point of view, a chapel served by two chaplains makes Christian practice easy for all. The members of the Third Order and of the pious associations exercise the apostolate around them.

All the moral action is based on the personal initiative and the devotedness of the best, whose influence is the fruit of sacrifice and of services rendered. This is what keeps up, in the whole population, a spirit of family and of freedom that is the particular character of Val-des-Bois.

Document No. 1. — *Company of Veterans.*

Nos.	Dates of entry into the Mill	Years of service	Surnames, Christian names and Remarks
1	17 March 1841	54 years	Mrs Warmont, Aimée, wife of Genet, silver-gilt medal presented by Mr Carnot himself at Reims, 18 September 1891.
2	17 Sept. 1842	52 years	Messrs Woiron, Alexandre, medal of hon. of the Minister of Commerce, Dec. 1893.
3	15 May 1843	51 years	Hubert, Jean-Joseph, medal of hon. of the Min. of Commerce, December 1893.
4	12 May 1844	50 years	Barthélemy, Jean-Baptiste, medal of hon. of the Min. of Com., July 1894.
5	26 July 1844	50 years	Aublin, Jean-Charles-Édouard, hon. mention, Exhib. 1878.
6	5 August 1845	49 years	Camus, Lucien.

7	17 Nov. 1845	49 years	Périn, Martin, medal of hon. of the Min. of Commerce, July 1894.
8	29 January 1854	41 years	Terneaux, Florent, medal of hon. of the Min. of Com., 23 February 1893.
9	15 April 1854	40 years	Protin, Pierre, medal of hon. of the Industrial Society, Reims, October 1894.
10	1 May 1854	40 years	Varlet, François, medal of hon. of the Min. of Com., July 1894. — Medal of hon. (act of devotedness 1852).
11	1 Sept. 1854	40 years	Jolivet, Alfred, medal of hon. of the Industrial Soc., Reims, October 1894; dipl. of hon., Gen. Assoc. of the Textile Trade, Paris, 18 Oct. 1894.
12	15 Sept. 1854	40 years	Ladame, Léon, medal of hon. of the Min. of Commerce, July 1894.
13	8 July 1855	39 years	Gentilhomme, Didier, medal of hon. of the Industrial Soc., Reims, October 1894; dipl. of hon., Gen. Assoc. of the Textile Trade, Paris, 18 Oct. 1894.
14	2 June 1858	36 years	Pérotin, Josué.
15	11 March 1860	35 years	Copréau, Pierre, dipl. of hon., Gen. Assoc. of the Textile Trade, Paris, 18 Oct. 1894.
16	3 May 1860	34 years	Mr Esqui, Émile, dipl. of hon., Gen. Assoc. of the Textile Trade, Paris, 18 Oct. 1894.
17	18 May 1860	34 years	Mrs Lamarche, Irma, wife of Gentilhomme.
18	10 August 1861	33 years	Mr Glatigny, Jean-Baptiste-Eugène, dipl. of hon., Gen. Assoc. of the Textile Trade, Paris, 18 Oct. 1894.
19	17 August 1861	33 years	Mrs Jactat, Mathilde.
20	17 April 1862	32 years	Miss Mahot, Elvire.

21	19 February 1863	32 years	Messrs Godfroy, Alexandre, dipl. of hon., Gen. Assoc. of the Textile Trade, Paris, 18 Oct. 1894.
22	1 April 1863	32 years	Champion, François, Knight of St Sylvester, Rome, 4 May 1892; dipl. of hon., Gen. Assoc. of the Textile Trade, Paris, 18 Oct. 1894.
23	10 May 1863	31 years	Pérotin, René, dipl. of hon., Gen. Assoc. of the Textile Trade, Paris, 18 Oct. 1894.
24	12 October 1863	31 years	Genet, Philippe, dipl. of hon., Gen. Assoc. of the Textile Trade, Paris, 18 Oct. 1894.
25	5 December 1863	31 years	Mangin, Armand, dipl. of hon., Gen. Assoc. of the Textile Trade, Paris, 18 Oct. 1894.
26	15 January 1864	31 years	Mrs Lazare, Eugénie, widow of Macquart.
27	10 March 1864	31 years	Mrs Thomassin, Marthe, wife of Huyet.
28	16 August 1864	30 years	Messrs Charlier, Désiré, dipl. of hon., Gen. Assoc. of the Textile Trade, Paris, 18 Oct. 1894.
29	1 October 1864	30 years	Woiron, Camille.
30	27 Nov. 1864	30 years	Hallet, Jean-Baptiste.
31	15 June 1865	29 years	Scherrer, Charles.
32	12 August 1865	29 years	Andry, Émile.
33	1 October 1866	28 years	Servais, Adolphe.
34	15 Nov. 1866	28 years	Misses Belva, Marie.
35	15 Nov. 1866	28 years	Belva, Stéphanie.
36	12 February 1867	28 years	Messrs Pérotin, Vital.

37	31 July 1867	27 years	Blondeau, Adolphe.
38	17 January 1868	27 years	Mrs Charlier, Félicité, widow of Maingon.
39	17 January 1868	27 years	Miss Maingon, Philomène.
40	17 March 1868	27 years	Messrs Décarreau, Florentin.
41	28 April 1868	26 years	Leclère, Jean-Marie.
42	15 May 1868	26 years	Mrs Lecourt, Marie, wife of Gérard.
43	10 June 1868	26 years	Messrs Aublin, Julien.
44	2 Nov. 1868	26 years	Guyot, Adrien.
45	2 Nov. 1868	26 years	Guyot, Alfred.
46	2 Nov. 1868	26 years	Mrs Muno, Mélanie, wife of Décarreau.
47	10 Dec. 1868	26 years	Messrs Laporte, Léon.
48	20 August 1869	25 years	Eme, Grégoire.
49	26 Sept. 1869	25 years	Béglot, Henri.
50	6 October 1869	25 years	Servais, Joseph.

At the meeting of 20 January 1895, the Good Father, Mr Léon Harmel, was acclaimed Honorary President of the Company; the votes were then taken; Mr Florent Terneaux was elected president and Mr Léon Ladame vice-president.

Document No. 2. — *Table of seniority.*

1. — *Workers with 15 to 25 years of service.*

Nos.	Dates of entry into the Mill	Years of service	Surnames, Christian names and Remarks
51	15 May 1870	24 years	Mrs Mittiaux, Amélie, wife of Leroy.
52	6 October 1870	24 years	Messrs Brabant, Jean-Baptiste.
53	17 October 1870	24 years	Tomçon, Auguste.

54	15 March 1871	24 years	Jolivet, Ernest, dipl. of hon., Gen. Assoc. of the Textile Trade, Paris, 18 Oct. 1894.
55	20 July 1871	23 years	Dufour, Benoit.
56	4 August 1871	23 years	Dufour, Augustin.
57	4 August 1871	23 years	Dufour, Joseph.
58	17 Sept. 1871	23 years	Collin, Adolphe.
59	5 October 1871	23 years	Raux, Ernest.
60	15 February 1872	23 years	Peck, Édouard.
61	21 March 1872	23 years	Gérard, Joseph.
62	2 April 1872	22 years	Misses Eme, Marie.
63	15 October 1872	22 years	Guyot, Joséphine.
64	15 October 1872	22 years	Messrs Dardart, Aimé.
65	18 October 1872	22 years	Dupuis, Victor.
66	1 March 1873	22 years	Aubry, Edmond.
67	30 May 1873	21 years	Dufour, François.
68	1 March 1874	21 years	Sacotte, Adolphe.
69	10 May 1874	20 years	Poncelet, Edmond.
70	5 August 1874	20 years	Miss Blondeau, Héroïse.
71	5 August 1874	20 years	Mrs Faudier, Aurélie, wife of Andry.

72	1 October 1874	20 years	Messrs Grosjean, Joseph.
73	15 Nov. 1874	20 years	Thiry, Joseph.
74	1 April 1875	19 years	Miss Dufour, Léonie.
75	1 April 1875	19 years	Messrs Courtois, Ernest.
76	10 August 1875	19 years	Jolivet, Alexandre.
77	2 Nov. 1875	19 years	Miss Deroche, Léonie.
78	17 January 1876	19 years	Messrs Champion, Albert.
79	15 March 1876	19 years	Caillard, Jean-Baptiste.
80	4 June 1876	18 years	Mrs Lefèvre, Rosalie, wife of Leclerc.
81	1 Sept. 1876	18 years	Misses Aublin, Maria.
82	2 Nov. 1876	18 years	Déroche, Hortense.
83	25 Sept. 1877	17 years	Messrs Béchard, Athanase.
84	6 December 1877	17 years	Muller, Nicolas.
85	15 May 1878	16 years	Féry, Gentil.
86	15 May 1878	16 years	Gillet, Joseph.
87	22 May 1878	16 years	Champion, Jules.
88	16 January 1879	16 years	Guyardel, Augustin.
89	15 April 1879	15 years	Charlier, Edouard.
90	20 February 1880	15 years	Mrs Schaack, Anna, widow of Guyot.
91	7 March 1880	15 years	Messrs Féry, Constant.
92	15 March 1880	15 years	Champion, Josué.

2. — Workers with 10 to 15 years of service.

Nos.	Dates of entry into the Mill	Years of service	Surnames, Christian names and Remarks
93	19 April 1880	14 years	Messrs Gobinet, Étienne.
94	30 April 1880	14 years	Moigneaux, Onézime.
95	30 April 1880	14 years	Schmidt, Edmond.
96	15 May 1880	14 years	Gillet, Théodore.

97	17 May 1880	14 years	Grosjean, Élisée.
98	19 May 1880	14 years	Pierret, Joseph.
99	19 May 1880	14 years	Pierret, Nicolas.
100	19 May 1880	14 years	Miss Pierret, Marie.
101	2 Nov. 1880	14 years	Messrs Charlier, Jules.
102	15 Dec. 1880	14 years	Féry, Clodomir.
103	10 January 1881	14 years	Lacourt, Jules.
104	12 March 1881	14 years	Pierret, Edmond.
105	10 August 1881	13 years	Ladame, Armand.
106	16 August 1881	13 years	Geysel, Georges.
107	15 Sept. 1881	13 years	Pilardeau, Emile.
108	12 Sept. 1881	13 years	Rudler, Charles.
109	7 Dec. 1881	13 years	Hubert, Josué.
110	15 Dec. 1881	13 years	Mrs Brény, Anne-Joséphine, widow of Henrotte.
111	15 Dec. 1881	13 years	Miss Henrotte, Odile.
112	8 January 1882	13 years	Messrs François, Léon.
113	8 January 1882	13 years	François, Eugène.
114	10 January 1882	13 years	Winé, Théophile.
115	10 January 1882	13 years	Winé, Isidore.
116	20 March 1882	13 years	Miss Lecoq, Lucie.

Nos.	Date of entering the mill	Years of service	Surnames, first names and remarks
117	20 March 1882	13 years	Mr Lecoq, Émile.
118	1 Sept. 1882	12 years	Mrs Servais, Juliette, wife of Gillardin.

119	18 October 1882	12 years	Messrs Muller, Léon.
120	15 March 1883	12 years	François, Arthur.
121	11 May 1883	12 years	Miss Nicolas, Élise.
122	25 July 1883	11 years	Messrs Martin, Jules.
123	15 Sept. 1883	11 years	Lozet, Henri.
124	15 Sept. 1883	11 years	Lozet, Charles-Joseph.
125	23 October 1883	11 years	Gabriel, Nicolas.
126	23 October 1883	11 years	Gabriel, Louis.
127	2 Nov. 1883	11 years	Huyet, Émile.
128	18 Nov. 1883	11 years	Aulner, Léon.
129	3 March 1884	11 years	Maillard, Adelin.
130	10 March 1884	11 years	Sambucucci, François.
131	16 March 1884	11 years	Miss Fèvre, Émilie.
132	16 March 1884	11 years	Messrs Fèvre, Henri.
133	31 May 1884	11 years	Schmittlein, Charles.
134	31 May 1884	10 years	Hosse, Nicolas.
135	1 Sept. 1884	10 years	Mrs Dufour, Florentine, wife of Courtois.
136	24 February 1885	10 years	Messrs Conrad, Thiébaud.
137	10 March 1885	10 years	Delcour, Alfred.
138	2 April 1885	10 years	Miss Winé, Marie.
139	5 April 1885	10 years	Messrs Incoul, Odulphe.
140	5 April 1885	10 years	Baudry, Émile.
141	5 April 1885	10 years	Baudry, Honoré.
142	5 April 1885	10 years	Baudry, Joseph.
143	17 April 1885	10 years	Berteaux, Philogène.
144	17 April 1885	10 years	Miss Berteaux, Marie-Julie.
145	20 May 1885	10 years	Messrs Leclerc, Albert.
146	20 May 1885	10 years	Champion, Félix.
147	20 May 1885	10 years	Dupont, Jean-Baptiste.

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10 years

Lange, Frédéric.

Document No. 3. — *Table of Wages for the Second Half of 1894.*

Fortnights	Working days	Carded wool, no. 69	Carded wool, no. 10	Carded wool, no. 25	Combed wool, no. 76	Combed wool, no. 7	Combed wool, no. 91	Combed wool, no. 111
30 June to 13 July	12	68.55	69.75	50.85	61.30	59.15	59.95	63.70
14 July to 29 July	12	67.80	81.10	49.00	62.55	54.65	63.10	62.85
30 July to 12 August	12	80.15	72.00	51.30	65.80	59.10	66.35	64.60
13 August to 26 August	11 5 d. 36.15	5 d. 32.90		48.00	52.80	54.60	52.90	52.55
27 August to 9 September	11 1/2	71.80	73.70	48.50	57.40	53.65	59.70	61.35
10 Sept. to 23 Sept.	12	77.25	59.50	52.95	57.60	58.00	58.00	57.60
24 September to 7 October	12	75.95	81.25	58.30	66.95	63.35	63.90	59.05
8 October to 21 October	11	73.00	72.40 3 d. 39.25		54.00	51.30	47.60	49.05
22 October to 4 November	11 3 d. 46.40	2 d. 55.80		49.30	64.90	61.80	52.45	56.80
5 Nov. to 18 Nov.	12	54.95	62.05	60.30	73.15	63.00	59.45	60.10
19 Nov. to 2 Dec.	12	61.85	70.45	54.35	73.55	56.95	65.95	53.55
3 Dec. to 16 Dec.	12	72.20	81.15	45.60	63.85	57.95	63.60	59.35
17 Dec. to 30 Dec.	11	68.75	76.70	51.55	54.00	44.00	43.85	42.75
Total earnings		854.80	888.75	659.25	807.85	737.50	756.80	743.30

Fortnights

	Working days	Carded wool, no. 69	Carded wool, no. 10	Carded wool, no. 25	Combed wool, no. 76	Combed wool, no. 7	Combed wool, no. 91	Combed wool, no. 111
Working days	151 1/2 d.	143 1/2 d.	144 1/2 d.	148 1/2 d.	151 1/2 d.	151 1/2 d.	151 1/2 d.	151 1/2 d.
Average per day		5.96	6.15	4.44	5.33	4.87	5.00	4.91

Fortnights	Working nights					
		Combed wool (night), no. 136	Combed wool (night), no. 95	Combed wool (night), no. 55	Combed wool (night), no. 24	Combed wool (night), no. 82
30 June to 13 July	11	66.25	66.85	68.35	60.35	61.50
14 July to 29 July	11	68.90	67.30	67.70	66.10	65.40
30 July to 12 August	11	70.95	68.30	67.85	54.70	66.30
13 August to 26 August	10	56.25	58.35	59.40	56.90	54.95
27 August to 9 September	11	61.50	68.95	64.75	67.70	61.75
10 Sept. to 23 Sept.	11	63.10	66.60	64.30	59.45	61.05
24 September to 7 October	11	70.50	65.65	65.65	59.20	61.40
8 October to 21 October	11	70.45	60.10	66.20	61.05	64.95
22 October to 4 November	10	66.40	56.35	58.00	52.70	59.15
5 Nov. to 18 Nov.	11	76.25	61.75	62.45	59.65	67.10
19 Nov. to 2 Dec.	11	78.70	70.90	61.90	61.50	59.20
3 Dec. to 16 Dec.	11	69.45	66.65	66.00	68.15	61.75
17 Dec. to 30 Dec.	9 1/2	55.55	52.80	45.75	57.70	49.00
Total earnings		874.25	830.55	818.30	785.15	793.50
Working days	139 1/2	139 1/2	139 1/2	139 1/2	139 1/2	139 1/2
Average per day		6.27	5.95	5.87	5.63	5.69

Document No. 4. — *Table of Wages for the Second Half of 1894.*

Fortnights	Working days					
		Men workers: continuous twisting, no. 12	Piecer, no. 148	Packer, no. 135	Bundler, no. 182	Labourer, no. 144
30 June to 13 July	12	58.75	39.00	44.30	44.10	41.10

Val-des-Bois. The Present Situation (1895)

14 July to 29 July	12	55.65	39.00	44.30	43.10	46.00
30 July to 12 August	12	62.30	39.00	46.60	43.70	4 d. 30.00
13 August to 26 August	11	55.25	36.00	42.75	41.50	47.80
27 August to 9 September	11 1/2	54.80	37.60	43.55	1 d. 36.60	34.60
10 Sept. to 23 Sept.	12	59.65	39.00	41.60	4 d. 27.65	51.25
24 September to 7 October	12	63.35	39.00	2 d. 33.60	40.25	34.60
8 October to 21 October	11	54.40	36.00	36.20	42.95	45.85
22 October to 4 November	11	54.00	1 d. 32.75	39.25	41.75	3 d. 33.00
5 Nov. to 18 Nov.	12	57.40	39.00	44.95	44.10	47.80
19 Nov. to 2 Dec.	12	60.10	40.50	43.00	45.20	8 d. 18.00
3 Dec. to 16 Dec.	12	51.20	39.00	43.15	43.80	42.00
17 Dec. to 30 Dec.	11	46.85	36.00	41.35	42.45	43.00
Total earnings		733.70	491.85	544.60	537.16	515.00
Working days	151 1/2 d.	151 1/2 d.	150 1/2 d.	149 1/2 d.	146 1/2 d.	136 1/2 d.
Average per day		4.84	3.27	3.64	3.67	3.77

Fortnights

	Women workers: minder, no. 62 Winding, no. 212 Skeins on bobbins, no. 153 Reeler, no. 72 Doubler, no. 161 Scribbler, no. 51					
30 June to 13 July	27.60	27.05	9.35	26.00	24.60	24.60
14 July to 29 July	27.60	30.70	9.20	23.80	37.10	24.60
30 July to 12 August	1 d. 24.25	23.60	23.40	22.20	25.35	23.95
13 August to 26 August	25.30	22.30	15.05	23.10	2 d. 17.90	22.55
27 August to 9 September	26.70	1 d. 21.75	–	11 1/2 –	27.75	23.60
10 Sept. to 23 Sept.	27.60	27.55	–	12 d. –	28.75	24.60
24 September to 7 October	27.60	26.05	24.30	24.80	29.40	24.60
8 October to 21 October	25.30	22.40	31.10	25.05	1 d. 19.10	5 d. 14.35
22 October to 4 November	25.30	19.80	29.70	4 d. 18.60	24.35	23.50
5 Nov. to 18 Nov.	27.55	2 d. 20.80	12.60	12 d. –	25.05	4 d. 16.90

19 Nov. to 2 Dec.	27.60	7 d. 10.30	14.85	24.25	2 d. 22.40	2 d. 19.90
3 Dec. to 16 Dec.	27.60	7 d. 9.95	29.85	27.95	27.80	24.60
17 Dec. to 30 Dec.	25.30	2 d. 19.95	21.25	25.05	28.75	22.80
Total earnings	345.30	282.20	220.65	240.80	338.30	290.55
Working days	150 1/2 d.	132 1/2 d.	79 d.	112 d.	146 1/2 d.	140 1/2 d.
Average per day	2.29	2.13	2.79	2.15	2.31	2.07

Document No. 5. — *Table of Fixed Wages.*

1. — *Tradesmen.*

Nos.

192	Steam engine driver	6.00 fr. per day.
360	Boilermaker	6.00 —
126	Mechanic and fitter	6.00 —
38	Turner	5.00 —
48	<i>and sundry</i>) Fitter	5.00 —
361	Joiner	5.40 —
13	Joiner	5.00 —
310	Frame erector	6.65 —

2. — *Spinners. (Hand mules of 240 spindles.)*

Nos.

23	Sampler	5.00 fr. per day.
97	Sampler	4.50 —
190	<i>and others</i>) Hand spinner, plus a bonus of 0.50 fr.	3.50 —

3. — *Piecers.*

Nos.		
243	<i>and others</i>) Head piecer, plus a bonus of 0.25 fr.	3.00 fr. per day
248	<i>and others</i>) Piecer (young worker), plus a bonus of 0.25 fr.	2.50 —

4. — *Women workers.*

Nos.		
215	<i>and others</i>) Minder, beginner, tending one frame, plus a bonus of 0.15 fr. or 0.20 fr.	1.70 fr. per day.
60	<i>and others</i>) Minder tending two frames, plus a bonus of 0.30 fr. or 0.40 fr.	1.90 —
106	<i>and others</i>) Comber, plus a bonus of 0.15 fr. or 0.20 fr.	2.00 —
100	Sampler	3.00 —

5. — *Sundry.*

Nos.		
358	Carter	4.00 fr. per day.
198	Dyer	3.25 —
330	Storekeeper	6.00 —
314	Packer	5.00 —
107	Loader	4.25 —

Document No. 6. — Joint-Stock Company. — *Table of Operations.*

Dates	Bakery	Direct purchases	Butcher - s shop	General profit	Interest	Dividends	Corporate bonus	Reserve	Doubtful debts	Sundry gifts	Losses
31 March 1880	12,071.60 fr. –	–	1,765.50 fr.	99.75 fr.	139.65 fr.	960.05 fr.	140.95 fr.	424.50 fr.	–	–	
30 Sept. 1880	29,100.50 –	–	2,248.85	99.75	139.65	960.80	131.10 –	–	887.55 fr.	–	
31 March 1881	27,920.10 –	–	2,219.15	99.75	139.65	982.40	159.00	231.05	607.30 –	–	
30 Sept. 1881	24,397.20 –	–	1,512.20	99.75	119.70	838.50	450.15 –	–	4.10 –	–	
31 March 1882	27,474.70 –	–	916.00	99.75	93.10	653.95	65.90 –	–	3.30 –	–	
30 Sept. 1882	27,459.45 –	–	523.50	99.75	46.55	319.90	55.40 –	–	1.90 –	–	
31 March 1883	23,544.10 –	–	774.90	99.75	73.15	535.70	63.60 –	–	2.70 –	–	
30 Sept. 1883	21,070.50 –	–	99.75	99.75 –	–	–	–	–	–	821.20 fr. bakery	
31 March 1884	21,841.70	11,784.65 fr. –	2,043.65	174.45	111.60	837.65	813.60 –	–	106.35 –	–	
30 Sept. 1884	22,526.05	24,223.15 –	3,629.80	319.50	255.60	1,761.20	1,284.40 –	–	9.10 –	–	
31 March 1885	22,118.90	28,234.55 –	3,786.30	319.50	276.90	1,909.50	1,070.50 –	–	209.90 –	–	
30 Sept. 1885	23,635.80	26,006.70 –	4,400.25	319.50	287.55	1,915.95	1,567.05	200.00	110.20 –	–	
31 March 1886	22,450.60	27,879.95 –	3,723.30	319.50	287.55	1,933.30	522.75	400.00	260.20 –	–	

Dates	Bakery	Direct purchases	Butcher - s shop	General profit	Interest	Dividends	Corporative bonus	Reserve	Doubtful debts	Sundry gifts	Losses
30 Sept. 1886	20,591.40	22,536.15 –		2,687.60	319.50	213.00	1,710.50	240.00	146.60	58.00	1,547.05 works
31 March 1887	22,398.35	27,618.75 –		3,751.35	319.50	287.55	1,942.90	411.20	180.00	610.20	–
30 Sept. 1887	25,090.20	21,657.30 –		3,457.15	319.50	276.90	1,887.95	646.90	166.00	159.90	–
31 March 1888	24,535.95	24,826.50 –		3,503.05	319.50	276.90	1,933.00	677.05 –		296.60	–
30 Sept. 1888	23,833.50	23,400.45 27,844.60 fr.		1,801.75	319.50	138.45	992.80	197.50 –		153.50	–
31 March 1889	27,203.40 –		16,710.35	1,760.40	319.50	85.20	1,174.80	180.90 –	–	–	
30 Sept. 1889	29,660.55 –		22,447.70	1,821.50	319.50	159.75	1,055.10	262.15 –		25.00	–
31 March 1890	28,791.60 –		23,030.00	2,618.75	319.50	213.00	1,396.90	539.35 –		150.00	–
30 Sept. 1890	27,975.35 –	–		2,066.95	319.50	159.75	930.65	557.05 –		100.00	3,684.95 butcher's shop
31 March 1891	27,709.45 –	–		2,089.55	319.50	138.45	1,055.80	475.75 –		100.00	1,279.50 butcher's shop

Dates	Bakery	Direct purchases	Butcher - s shop	General profit	Interest	Dividends	Corporative bonus	Reserve	Doubtful debts	Sundry gifts	Losses
30 Sept. 1891	27,714.20	13,790.30 –		2,880.90	319.50	191.70	1,555.20	673.30 –		141.20 –	
31 March 1892	26,982.80	7,234.00 –		1,916.55	319.50	170.40	1,317.50	100.25 –		8.90	310.75 extension
30 Sept. 1892	26,334.05	11,477.40 –		2,366.40	319.50	149.10	1,411.70	480.00 –		6.10	291.75 works
30 Sept. 1893	40,189.65	22,193.95 –		2,443.20	639.00 –		1,107.90	696.30 –	–		4,446.15 bakery
31 March 1894	20,479.05	12,310.50 –		2,994.45	319.50	213.00	1,410.90	1,001.05 –		50.00 –	
30 Sept. 1894	24,023.60	13,884.20 –		3,208.30	319.50	234.30	1,652.05	952.45 –		50.00 –	
15 years.	729,124.30 fr.	319,058.50 fr.	90,032.65 fr.	69,011.00 fr.	7,682.00 fr.	4,878.10 fr.	36,175.15 fr.	14,415.60	1,748.15 fr.	4,112.00 fr.	12,381.35 fr.
								12,381.35			
								2,034.25 fr.			

Document No. 7. — *School Savings Bank.*

Boys' schools	42 passbooks	2,089.60 fr.	
Girls' schools	46 —	1,833.20	4,516.45 fr.
Infant school	13 —	593.65	
Young workers. Boys	32 —	2,670.80	11,988.85
Young workers. Girls	70 —	9,318.05	
At 31 December 1894	203 passbooks in all.		16,505.30 fr.
	137 passbooks hold from	1 to 50 fr.	
	24 — —	50 to 100	
	24 — —	100 to 200	
	5 — —	200 to 300	
	2 — —	300 to 400	
	2 — —	400 to 500	
	9 —	over 500	
In all, 203 passbooks.			

(We do not include in these figures some fifty passbooks which showed no change in 1894.)

Deposits by Fortnight — Year 1894.

On 5 January	324.40 fr.	<i>Brought forward</i>	1,658.05 fr.
» 19 —	117.70	On 20 July	114.95

» 1 February	65.75	» 3 August	218.20
» 16 —	128.00	» 17 —	111.60
» 2 March	124.20	» 31 —	34.20
» 16 —	77.30	» 14 September	92.25
» 30 —	77.75	» 28 —	145.15
» 13 April	68.30	» 11 October	142.90
» 27 —	121.75	» 26 —	68.50
» 11 May	55.25	» 9 November	88.70
» 25 —	30.25	» 23 —	73.40
» 8 June	223.70	» 7 December	60.10
» 22 —	176.40	» 21 —	62.25
» 6 July	67.60	Total	2,870.25 fr.
<i>Carried forward</i>	1,658.05 fr.		

Document No. 8. — *Table of the Savings Bank over 10 Years.*

Years	General fund	School fund	Corporate bonus	Total	Average of the wages paid	Depositors: G. F.	S. F.	C. B.	Total
1883	42,911.15	3,641.65	3,053.95	49,606.75	10.88 per cent	103	182	164	449
1884	42,260.30	3,539.05	3,171.55	48,970.90	10.54 per cent	111	201	177	489
1885	55,446.05	4,954.40	3,564.35	63,964.80	12.56 per cent	106	206	160	472
1886	65,479.70	3,020.80	3,474.85	71,975.35	15.66 per cent	110	202	154	466
1887	59,049.75	2,091.40	3,945.50	65,086.65	13.40 per cent	120	190	159	469
1888	66,063.25	1,770.70	3,080.00	70,913.95	15.29 per cent	109	175	165	449
1889	53,102.75	1,365.15	2,591.75	57,059.65	12.57 per cent	104	154	166	424
1890	50,716.35	2,247.00	2,522.15	55,485.50	12.04 per cent	116	195	158	469
1891	58,888.90	2,366.15	3,845.55	65,100.60	13.43 per cent	117	225	170	512
1892	73,883.25	3,425.70	4,303.85	81,612.80	17.46 per cent	132	238	178	548
Total	567,801.45	28,422.00	33,553.50	629,776.95	13.38 per cent	112	195	165	474

A large part of these sums is used either for purchases of real estate or for securities.