

VISIT
OF H. EM. THE CARDINAL ARCHBISHOP OF REIMS
OF HIS EXCELLENCY MGR THE APOSTOLIC NUNCIO
AND OF SEVERAL OF THEIR LORDSHIPS THE BISHOPS
ON SATURDAY 23 JULY 1887, AT THE VAL-DES-BOIS MILL



R E I M S
IMPRIMERIE COOPÉRATIVE (N. Monce, Dir.)
24, rue Pluche, 24

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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 1887 edition. It has been typeset in the spirit of the original: title pages and headings follow the layout of the book; the illustrations have been cut out of the digitised document and restored.

The table of contents refers to the pages of this edition; each entry is a link.

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

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I. VISIT TO VAL-DES-BOIS

*of His Eminence the Cardinal Archbishop of Reims,
of His Excellency the Apostolic Nuncio
and of several of Their Lordships the Bishops*

On SATURDAY 23 JULY 1887

On Thursday 21 July 1887, at Châtillon-sur-Marne, took place the blessing of the monumental statue erected to Blessed Urban II through the care of His Eminence the Cardinal Archbishop of Reims, who presided over the ceremony. The blessing was given by His Excellency Mgr Rotelli, Apostolic Nuncio, in the presence of a very great number of Bishops.

His Eminence the Cardinal, who never misses an opportunity to bear public witness to his fatherly affection for Val-des-Bois, wished his illustrious guests to visit the Christian mill.

His Excellency Mgr Rotelli, Apostolic Nuncio;

His Grace Mgr Gonindard, Archbishop of Sebaste, Coadjutor of Rennes;

His Lordship Mgr Koppes, Bishop of Luxembourg;

His Lordship Mgr Turinaz, Bishop of Nancy;

His Lordship Mgr Goux, Bishop of Versailles;

His Lordship Mgr Boyer, Bishop of Clermont;

His Lordship Mgr Bellouino, Bishop of Hieropolis;

His Lordship Mgr Péronne, Bishop of Beauvais;

His Lordship Mgr Larue, Bishop of Langres;

The Very Rev. Fr Émonet, Superior General of the Congregation of the Holy Spirit;

Had answered the call of His Eminence, as had several Vicars General of different dioceses.

The Most Reverend Father Dom Couturier, Abbot of Solesmes, had come the day before.

On Saturday 23 July, at ten o'clock in the morning, the carriages arrive at the Mill. A triumphal arch adorns the entrance gate, and the courtyards are decked with banners. Several cannon shots salute the arrival of the procession, which is acclaimed by all the workers gathered along its way.

The mill's Band leads the illustrious visitors to the drawing room, where the members of the family are waiting, and first of all the little children, as numerous as the children of Jacob. The Harmel family, as our readers know, comprises no fewer than forty to fifty members, grouped together and associated in the same work since, from the smallest children upwards, each one belongs to the Association corresponding to his or her age and sex.

After the presentation of the family and the visit to Our Lord in his tabernacle in the chapel, where the girls' Choral Society sings hymns full of harmony, the noble visitors proceed to the great hall of the Mill, where they are greeted with cries a thousand times repeated of: Long live Leo XIII! Long live the Cardinal! Long live the Bishops!

This great hall, one hundred and sixty metres long, with its improved machines, its engines, its belts and all its equipment, presents a marvellous sight with the Associations grouped within it.

The Christian Corporation of Val-des-Bois, as is well known, is based on the Fundamental Associations, which might be called Confraternities, since they are religious in their aim and in their organisation. They embrace the working population from the tenderest age to the most advanced old age. This is not to say that freedom is suppressed, for we have seen men, women and girls who belong to no Association. But, on the other hand, they do not belong to the Corporation, an essentially free organisation which entails, from the pro-

fessional point of view, no favourable or unfavourable consequence for wages.

The meeting begins with the singing of the hymn to Our Lady of the Factory, accompanied by more than fifty instruments. The refrain, repeated by thousands of voices, takes from the hall itself, and from the whole of this popular gathering before our eyes, a deeply moving character:

O Our Lady of the Factory,
Bless our workshops evermore.
May your gaze bend down towards us,
Oh! are you not the Mother of the workers?

Then the Fundamental Associations file past:
The Association of St Philomena, with its councillors of eight and nine years old, whose president explains the role of devotedness to others;
The Association of the Holy Angels, from First Communion to fifteen years of age;
The Children of Mary, with their many councils and their organisation of workshop delegates;
The married women, under the patronage of St Anne;
The Association of St Aloysius Gonzaga, with its nine-year-old councillors;
The Little Circle, made up of the young men from First Communion to seventeen years of age, which reports eleven absences, due to three novices with the Franciscans, six seminarians and two novices with the Brothers;
Finally, the Men's Association¹.

After this procession, Mr Félix Harmel delivers the following address:

“Your Eminence, Your Excellency, My Lords,

1. See the details of the meeting below, pages 24 to 36.

“Allow me to greet you according to the ancient custom of Christian assemblies:

“Praise be to Jesus Christ!

“Glory to Him whom we acclaim in your sacred persons as our Master and our King. To Him belong our families and our mills. It is in his Name that all our people are gathered around you to affirm their unalterable devotedness, their inviolable fidelity to Jesus Christ, living in the Chair of Peter and represented among us by our Bishops.

“We are grateful to you, Your Eminence, for giving your privileged children of the Val the opportunity to proclaim, before this august assembly, their love and their respectful submission to the beloved father whom God has chosen for them.

“They follow you with admiration in that tireless and fruitful apostolate by which you add new glories to those of St Remigius and of Joan of Arc.

“And every time you come back among them, your presence stirs up new transports of joy.

“Your Excellency,

“It is a great honour for the Christian Corporation of Val-des-Bois to be able to lay its homage at the feet of the Representative of the great Pope Leo XIII. In spite of the material powerlessness to which the most unjust of spoliations has reduced him, the Pope-King remains the greatest authority in the world and the arbiter of nations. Here, all hearts and all wills are His. Every day in the chapel we pray publicly that He may long steer the barque of the Church.

“Your name is by no means unknown among us, Your Excellency, and our hearts are still moved by the touching act by which you recently showed your sympathy for France.

“On leaving the shores of the Bosphorus, the French flag was, by your order, hoisted on the Italian ship carrying the Pope’s ambassador.

“Thus you paid homage to our glories of former times, and bore witness at the same time that the French flag must always be the flag of the crusaders.

“My Lords,

“In spite of the ceaseless labours of an apostolate to which the admiration and love of your children have often borne witness to us, after the great demonstration at Châtillon and the triumphant ovations that greeted the crowning of the work at Binson, you deign to come into this humble family, which has no other glory than that of having kept the traditions of its fathers, into the midst of this mill, which has no other merit than that of following the teachings of a beloved archbishop.

“You have thus proved that, after the example of the divine Master, the little ones have the power to incline your hearts, and that their weakness holds for your great souls an irresistible attraction.

“Allow us, My Lords, at the risk of seeming bold, to thank you for the great act you have just accomplished at Châtillon.

“The glorification of the Pope of the Crusades will have a profound echo throughout France. It will renew in the soul of the people those holy and generous impulses which, in former times, gave our country that outpouring of manly vigour and of glory whose brilliance, despite present failings, still lights up the lands of the East.

“Now, today as in former times, the crusade is necessary to save souls and to set peoples free. As in past centuries, it calls for generous men with an invincible faith in Christ the King, who despise false human prudence and are ready to fight to the shedding of their blood for the triumph of the Church.

“This crusade of renewal has been undertaken by the Association of Catholic Workers’ Circles, that fine Association to which we are proud to belong. Encouraged by our great Pope Leo XIII, who has declared it worthy of all praise, under the fatherly direction of our eminent Cardinal and of Their Lordships the Bishops, and under the

leadership of our eloquent chief Count Albert de Mun, our Association is sustaining, in every part of France, the struggle for justice, for honour and for the recovery of our country.

“We are assured of victory for, under the name of *Our Lady of the Factory*, it is the immaculate Virgin who sustains our ardour in the fight. Already striking wonders, accomplished in several towns, show the value she sets on the new title conferred on her by our illustrious Cardinal.

“It is not only men of the world, industrialists and employers who enlist under her standards; workers too enlist, under the name of *workshop delegates*. One cannot read without emotion the accounts of these delegates, organised in several manufacturing towns, where, almost alone so to speak, they strive with admirable courage to bring Christian faith and charity into the factories.

“The *Good Father* conveys his emotion to us when he tells us of his meetings with these apostles of labour, and we understand that, in stirring up their courage, he feels his energy and his hopes increased tenfold.

“By seeking in the soul of the people the faith that is not yet extinguished, by rekindling the ardour of devotedness, and by organising that apostolate of the worker to the worker which has produced here the transformations you see, we feel it: the future belongs to the kingship of Christ. To Him belongs France, and when the ungodly believe they possess her, they forget that they will never be anything but usurpers.

“Ah! My Lords, if you could touch the breasts of these workers who stand there before you, you would feel their hearts beating with enthusiasm for God and country.

“Your Eminence, Your Excellency, My Lords,

“We are deeply grateful to you for your visit. Your blessings will bring new strength to the heart of our people. They will confirm the members of our family in the path on which they have set out; they

will fall like a fruitful dew on all the generous souls who devote their lives to the social crusade, to the salvation of the workers.

“And at your call, as in the time of Urban II, France, recovering her old energy, will cry out: God wills it!”

These words are often interrupted by acclamations in honour of the Sovereign Pontiff and of the Cardinal, which also greet their close.

His Excellency the Nuncio kindly takes the floor, and he charms the whole audience by his graciousness and by the loftiness of thoughts expressed in a language made all the more picturesque by his Italian accent:

“Allow me, before this interesting gathering, to offer my best wish to Mr Harmel, and I shall offer this wish in three words. I say: Thanks to Mr Harmel, the father of this Christian family. Glory to Mr Harmel, apostle of the workers. A blessing to Mr Harmel on behalf of the great Pope Leo XIII, the Father, the affectionate Pontiff who has made known to the world the beautiful examples of Christian workers.

“I know, Mr Harmel, that you have long had a place in the heart of this great Pontiff. Be sure that He esteems you, be sure that He loves you, be sure that, at this moment, He thanks you through his Representative. I am happy to find myself here, before this Christian population of which I have been told several times.

“At the wish expressed to see a model mill, I had thought until today that it was a beautiful dream; I find that my dream has been surpassed.

“Here I am in a magnificent mill, among all these children, all these mothers, all these men who always work in the company of Jesus the Worker.

“May the blessing of the good Lord come down upon Val-des-Bois, upon this Val which has taken its name from the plant of life. It is wood that formed the cross, it is this wood that saved the world, and

it is through it that Our Lord Jesus Christ was glorified. I thank your Eminent Cardinal for having brought me here, and I am not mistaken in telling you that this gentle father loves you very much. It is you who make his heart beat in his breast; he loves you, he blesses you and, to show you his satisfaction, he has invited Their Lordships the Bishops, who will always keep the fondest memory of this visit.”

The workers, visibly moved at hearing the words of the Representative of the great Pope of whom they have already heard so much, reply with vigorous acclamations of: “Long live Leo XIII! Long live the Pope-King!”

Next, His Eminence the Cardinal, in charming and wholly fatherly words, expresses his feelings about this organisation. He brings out its master idea, which is the initiative of the workers, the apostolate of the worker to the worker, an idea whose application truly constitutes the originality of the work of Val-des-Bois.

The meeting ends with the moving sight of the crowd of workers kneeling among the looms and blessed by all the Bishops standing on the platform.

Then the noble visitors withdraw amid acclamations.

During luncheon, the mill’s Band plays.

At dessert, Mr Léon Harmel rises and addresses his illustrious guests in these terms:

“Your Eminence,

“Allow us to express our feelings by this cry from our hearts:

“Long life to our Cardinal, to our beloved father!

“Thanks to you, Your Eminence, the Holy Father has showered favours on us.

“Thanks to you, the memorable pilgrimage of industrialists to Rome has become the starting point of the conversion of the factories.

“Thanks to you, the world of labour will soon bring back, from a second visit to the feet of Leo XIII, a fruitful flowering of new corporations and new workers’ associations.

“Finally, it is to you that we owe this august gathering of princes of the Church.

“Allow us to greet among them the illustrious representative of the Pope-King. May Your Excellency, Mgr the Nuncio, deign to lay at the feet of His Holiness the homage of our absolute submission and of our unalterable devotedness.

“To you too, My Lords, to you our gratitude. In you we greet that admirable French episcopate, so unanimous in its fatherly encouragement of works for the workers.

“The sufferings of the people find in all your hearts that deep compassion which Our Lord expressed in these words: *Misereor super turbam*, words we can never repeat without emotion. This people of working men, to which we belong, whose wounds we touch wherever our ceaseless journeys take us, this people we love passionately, and we would wish to multiply our lives in order to give more of ourselves to it. Now, after long suffering and toiling without apparent result, at last we feel an awakening, and we experience the intense emotion of the widow of Nain when, bending over the body of her beloved son, her eyes filled with tears followed with an anxiety full of hope the progress of returning life. This miracle of resurrection, the aim of our corporations, we cannot obtain without your sacred power, My Lords, for your hands are anointed with the holy oil, and it is through them that the miracles of resurrection come down upon mankind.

“Your Eminence, My Lords,

“Our hope is your predilection for the little and the weak, your love for working people, your active care for all their needs. We who are born of the people, and who have devoted our lives to it, feel the most respectful gratitude for your unceasing care, and together we pray God to keep you for many years.

“*Ad multos annos!*”

The company applauds and repeats: *Ad multos annos!* Whereupon His Excellency Mgr Rotelli, Apostolic Nuncio, rises and, with great

felicity of expression, great loftiness of ideas and a charming gift for the apt word, bears witness to the satisfaction he feels at the spectacle he is witnessing.

We reproduce some of his thoughts:

“Mr Harmel,” he said, “I must thank you with all my heart, not only for the nobility of the thoughts you have expressed, but also because you have reminded me of a great word of the Gospel.

“You have spoken this fine and great word: *Misereor super turbam*.

“On that day the social question was raised! The question, once raised, was by that very fact resolved. The apostles, and after them the bishops, are called to continue the teaching of Our Lord. It is in your works for the workers that we find the solution of this great question.

“Our Lord also said: ‘The poor you will always have with you’; and he added: ‘We must never despair of the poor, for they grow rich by seeking first the kingdom of heaven.’ Here, at the Val, everyone, workers and employers alike, seeks first the kingdom of God. They have found it and, besides, they have found material well-being.

“Glory to you all. Glory to your venerated father, founder of this mill. Glory to your respected family. Glory to the ladies who have lent their name and their help, first to these associations of young girls and then of Christian mothers, and who have made themselves little for the little ones.

“Our Lord said: ‘I love the little ones.’

“You, Good Father, I declare you a lay priest! You love the poor, you are the friend of the workers. They will be your doorkeepers in paradise!

“Long life to the Good Father. Long life to his children. Glory and long life to the workers of Val-des-Bois!”

A double round of applause and cries of: Long live Leo XIII! Long live the Pope-King! answer this moving address.

Mgr Gonindard, Archbishop of Sebaste, Coadjutor of Rennes, kindly takes the floor at the request of Cardinal Langénieux:

“You have mentioned the widow of Nain,” he said; “I shall mention another resurrection, that of the daughter of Jairus. Our Lord, on coming before that dead body, began by sending away the crowd of musicians, flute players and all the flatterers.

“France, like the daughter of Jairus, is not dead, she is only asleep. Following the example of Our Lord, we must cry out: Away, flute players! Away, flatterers! Away, revellers! Away, all of you, Christ is passing by! France is not dead, she is only asleep; see, she is waking from her sleep, thanks to you, Good Father, thanks to your devotedness and to your unshakeable faith.

“Seeing all these good workers of Val-des-Bois this morning, contemplating these workers’ breasts, these calloused hands, I said to myself with joy and with conviction: There is the solution of the social question. There is the resurrection of France. There is her hope.

“Jesus Christ called to Himself all who suffer, all who labour. It is you, Good Father, who bring to Christ all these souls whom he calls with love. That will be your joy, that will be your glory.

“And all these bishops whom you greet today have come from afar; they have made the journey not out of curiosity, but to come and tell you that they love you, that you are on the true path and that they will encourage you on that path.”

He ended by saying how touching he found the name of *Good Father* given to Mr Léon Harmel. Drawing a comparison, he said that in the fair country of Rennes to which the goodness of God is calling him, there is also a man whom thousands of people call the “*Good Father*”. It is he who founded the Little Sisters of the Poor. And then, comparing the twofold devotedness of the one who is the father of the workers and of the other who is also the good father of the aged poor, he showed that in this twofold fatherhood, exercised in the

name of God, the common Father of all, lay the Christian solution to so many formidable problems that are troubling our society at the present hour.

At these words, H. Em. Cardinal Langénieux wishes to add a few words for, as he says with finesse, it falls to him to say grace. In that capacity His Eminence sums up the lofty lesson contained in the spectacle offered by Val-des-Bois, which he does not hesitate to call a sanctuary of his diocese; he recalls the conditions in which such a work must be maintained in order to yield all the good that may rightly be expected of it, so that it may never stray from its aim.

Then they proceed to the assembly hall, where the twenty-seven men's councils are gathered and, one after another, come before Their Lordships the Bishops to give an account of their organisation and their working. The most varied economic institutions file past: the recreational societies; the professional councils, which give apprentices the guarantee of their training in the trade, adults security of work, and everyone preventive care to avoid accidents, always so painful in the working-class family; the savings banks and provident funds, whose statistics show material prosperity as the reward added to the pursuit of moral good; finally the associations of piety, which allow chosen souls to devote themselves to the so necessary work of reparation².

Before leaving, all the men and women workers gather in front of the chapel to acclaim the illustrious visitors one last time. His Eminence the Cardinal, His Excellency the Nuncio and Their Lordships the Bishops take their places on the steps of the chapel.

Yielding to the entreaties of the family and of the venerated Cardinal, Mgr Boyer, Bishop of Clermont, in an eloquent improvised speech, sums up in a ringing voice the impressions of the day:

2. See the details of the meeting below, pages 37 to 74.

“It is a sweet obligation for me,” he said, “to express the feelings that fill my heart after a day that will leave me an imperishable memory.

“What we have seen here can be summed up in one word:

“Everything here rests and works on the spirit of devotedness: the mutual devotedness of employers and workers. You young people who work, who have heard the echoes of the workers of other factories, you know that saying so common today: ‘Our enemy is our master.’ Here, on the contrary, you say: ‘Our employer is our friend, our father, our *Good Father*.’

“All questions are dealt with among you not by remonstrances, but by the heart.

“The work of Mr Harmel, the *Good Father*, can be summed up in three words:

“Honour of the home, respect of children for their parents, Christian reconstitution of families.

“The social Revolution is based on an error. Your work is based on Christ. Through the union of hearts and through respect for childhood, you have inward peace.

“You wished to be children of the Church, and here is the whole Church coming to you in all its forms: Cardinals, the Pope’s representative, generals of orders, bishops, priests and religious.

“The Val is, like France, a second fatherland where one feels at home when one is in her house. We find here today your Cardinal, who has such particular affection for you; the Nuncio, who, in language so French, has expressed to you not only his personal feelings, but those of our beloved Father the great Pope Leo XIII.

“Allow me, on this subject, a personal memory. I was at the feet of Leo XIII. He had just received, for his golden jubilee, a present from the Grand Turk; a letter accompanied this present; he showed me the letter, and it was written in French. Who, then, taught this Turk, whose power was once held in check by Urban II, that beautiful

French language? It was the Nuncio, in his love for our beautiful France.....

“The whole Church has come to you today; keep this memory, you will recall it to your children.”

His Eminence Cardinal Langénieux concludes by offering his good wishes to all the members of the workers’ family.

Kneeling under the blessing of the Bishops, the workers of the mill soon rise again and, with one voice, all raise as a last farewell to the visitors, whose carriages are setting off on the return journey: Long live Leo XIII! Long live the Cardinal! Long live Their Lordships the Bishops!

Thus ended this magnificent day, which will leave in every heart the impression of keen gratitude already aroused there by the visit of 5 May³.



3. See the account of that visit below, pages 75 to 82.

II.

FUNDAMENTAL ASSOCIATIONS

*under the terms of articles 3 and 4 of the Statutes,
and of articles 1 and 2 of the Internal Regulations*

ASSOCIATION OF ST PHILOMENA

(Article 2, paragraph G of the Internal Regulations)

LADY PATRONESSES

Mrs Félix Harmel.

Mrs Albert Harmel.

Miss Gabrielle Harmel.

Miss Angèle Harmel.

INTERNAL COUNCIL

Harmel, Marguerite, *President*.

Cottret, Julie, *Vice-President*.

Hosse, Eugénie.

Peltier, Louise.

Incoul, Joséphine.

Wavreille, Adeline.

Gabriel, Marie.

Your Eminence, My Lords,

The little girls of St Philomena lay at your feet the homage of their respect.

Our Association includes all the children from seven years of age to First Communion.

Its aim is to make them appreciate early on the benefits of the Association.

During the week we are at school; on Sunday, at four o'clock, there is a sodality meeting; the rest of the day is spent at the services, with our families, and at games or walks with the Sisters.

The Council, elected for an unlimited term, holds its weekly meetings on Thursday at eleven o'clock. There we give an account of the efforts we have made to be pleasant to our companions, and we are taught that devotedness to others is the greatest of goods.

Deign to bless us, and we are sure that we shall become worthy children of our holy Patroness.

ASSOCIATION OF THE HOLY ANGELS

(Article 2, paragraph F of the Internal Regulations)

LADY PATRONESSES

Mrs Jules Harmel.

Mrs Félix Harmel.

Mrs Albert Harmel.

INTERNAL COUNCIL

Bernonville, Joséphine, *President*.

Poulet, Joséphine, *Vice-President*.

Fèvre, Sophie.

Gravisse, Maria.

Wavreille, Florence.

Pierret, Mathilde.

Your Eminence, My Lords,

The Association, placed under the protection of the holy Angels, receives girls from First Communion to fifteen or sixteen years of age. Those who have the necessary school certificate may work in the mill once they have turned thirteen; but every day they have a class with the Sisters, or a sewing lesson, or catechism. On Sundays we have the sodality meeting in our hall; lively games in our gardens; at

the end of Lent, the Easter retreat; in summer, the sodality retreat; on the third Sunday of the month, monthly Communion; in addition, one may put one's name down for fortnightly or weekly Communion of reparation.

Our Council, elected for an unlimited term, meets every Tuesday at seven in the evening and on the second Sunday of the month; its duties are to admit new members, to maintain a good spirit among our companions, to put life into the boisterous games suited to our age, and to keep up among us the practices of piety: visits to the Blessed Sacrament, love of the Blessed Virgin and of the holy Angels.

You are the angels of the Church, My Lords; you are therefore also our holy Protectors, and your Blessing will be for our Association a precious favour that we shall never forget.

ASSOCIATION OF THE CHILDREN OF MARY

(Article 2, paragraph E of the Internal Regulations)

INTERNAL COUNCIL

Meetings on the last Sunday of the month.

1 Harmel, Gabrielle, *President*.

2 Guyot, Joséphine, *Vice-President*.

3 Fichelet, Gertrude.

4 Belva, Marie.

5 Harmel, Angèle.

6 Faudier, Aurélie.

7 Déroche, Emélie.

8 Courtois, Mélanie.

9 Fèvre, Emélie.

10 Peltier, Céline.

11 Discours, Héloïse.

SINGING COUNCIL

Meetings on the 2nd and 4th Tuesdays of the month.

4 Belva, Marie.

7 Déroche, Émélie.

12 Pierret, Hortense.

13 Nollet, Amélie.

14 Genet, Juliette.

15 Fontaine, Jeanne.

GAMES COUNCIL

Meetings on Thursday, at half past one in the afternoon.

3 Fichelet, Gertrude.

11 Discours, Héloïse.

15 Fontaine, Jeanne.

16 Déroche, Hortense.

17 Wavreille, Adèle.

18 Servais, Juliette.

19 Antoine, Philomène.

WORKSHOP COUNCILLORS

Weekly meetings.

2 Guyot, Joséphine.

4 Belva, Marie.

6 Faudier, Aurélie.

7 Déroche, Emélie.

8 Courtois, Mélanie.

20 Nollet, Alice.

9 Fèvre, Emélie.

COUNCIL OF THE BLESSED SACRAMENT

Monthly meetings.

1 Harmel, Gabrielle.

- 2 Guyot, Joséphine.
- 4 Belva, Marie.
- 5 Harmel, Angèle.
- 7 Déroche, Emélie.
- 8 Courtois, Mélanie.
- 9 Fèvre, Emélie.
- 21 Mahot, Elvire.
- 22 Dufour, Léonie.

GUARD OF HONOUR

Monthly meetings.

- 4 Belva, Marie.
- 23 Wavreille, Léontine.
- 24 Bertholet, Marie.
- 25 Belva, Fany.
- 26 Pierret, Marie.
- 27 Schaack, Anna.

DISCRETORY OF THE THIRD ORDER

Monthly meetings.

- 21 Mahot, Elvire.
- 4 Belva, Marie.

Your Eminence, My Lords,

The Children of Mary thank Our Lady of the Factory for the honour granted to them today of receiving the blessing of illustrious Princes of the Church.

Our Association includes the girls from fifteen or sixteen years of age until marriage. We meet every Sunday at the house of our Sisters of St Vincent de Paul, whose devotedness is admired by the whole world; there we have our meeting rooms and our garden. From time to time, outings, pilgrimages and theatrical evenings, in which we are at once actresses and spectators, provide us with wholesome enter-

tainment that does not leave behind the bitterness of worldly pleasures, so common in the valley.

The marriage of a Child of Mary is the occasion of touching demonstrations of piety and Christian affection on the part of our employers, of the Sisters and of all the members, who are anxious to honour Christian marriage. The new bride leaves our Association only to enter by right the Association of St Anne.

Our Council meets on the last Sunday of the month; it is charged with admitting or excluding members and with organising the inner life of the Association.

The Games Council meets every Thursday.

We also have workshop councillors whose mission is to be, in each workroom, the good angels of their companions.

A singing council keeps up the zeal of our group of singers, who are heard at Sunday Benediction and at the daily devotions of the months of St Joseph, of Mary, of the Sacred Heart and of the Rosary.

The Discretory of the Third Order spreads the spirit of St Francis of Assisi.

The Council of the Blessed Sacrament works to increase the number of those who make daily visits to the God of the Eucharist and who keep company with Our Lord, exposed in the chapel on the first Sunday of the month.

The Guard of Honour is established in each workroom.

Such, My Lords, in a few words, are the various organisations established in our Association, which brings together nearly a hundred girls.

Your Blessing will enable us to increase our numbers, to grow in piety and to develop in ourselves the virtues dear to Mary Immaculate.

ASSOCIATION OF ST ANNE

(Article 2, paragraph D of the Internal Regulations)

LADY PATRONESSES

Mrs Jules Harmel, *President*.
Mrs Paul Saucourt, *Visiting the sick*.
Mrs Reimbeau, *Sewing room*.
Mrs Georges Bureau, *Charity meeting*.
Mrs Maurice Harmel, *Chapel*.
Mrs Félix Harmel, *Schools*.
Mrs Albert Harmel.

INTERNAL COUNCIL

Meetings on the 1st and 3rd Tuesdays of the month, at half past two.
Mrs Jules Harmel, *President*.
Mrs Gilmaire, *Vice-President*.
Sister Superior, *Directress*.
Mrs Andry-Liébert, *Secretary*.
Mrs Aulner, *Hot wash-house*.
Mrs Coutier.
Mrs Déroche.
Mrs Esqui.
Mrs Ferry-Ninet.
Mrs Fleury.
Mrs Genet.
Mrs Sambucucci.
Mrs Scherrer.
Mrs Schmidt-Glatigny.

SINGING COUNCIL

Meetings on the 2nd and 4th Wednesdays of the month, at half past two.
Mrs Saucourt, *President*.
Mrs Félix Harmel, *Vice-President*.
Mrs Pilardeau, *Directress*.

Mrs Béchard-Sudour.

Mrs Jolivet-Muller.

Mrs Winé-Conrad.

COUNCIL OF THE THIRD ORDER

Monthly meetings.

Mrs Reimbeau.

Mrs Maurice Harmel.

Mrs Gilmaire.

Mrs Hennin.

Mrs Wavreille.

CHARITY MEETING

Meetings on Friday, at half past two.

Mrs Georges Bureau, *President*.

Mrs Paul Saucourt, *Vice-President*.

Mrs Reimbeau.

Mrs Jules Harmel.

Mrs Maurice Harmel.

Mrs Félix Harmel.

Sister Superior.

Mrs Aulner.

Mrs Gilmaire.

Your Eminence, My Lords,

The mothers of families of Val-des-Bois are happy to lay at your feet the homage of their gratitude and their respect.

Founded in 1863, the Association of St Anne now numbers nearly two hundred members.

The members meet on the first Tuesday of the month for instruction on the duties of their state, and on the following Thursday for monthly Communion; we also have the Communions of reparation which, every day of the year, present to Our Lord the prayers of the mothers and the needs of their families.

Four times a year, the children who have reached their third month are presented in the chapel and solemnly consecrated to the Sacred Heart, to Our Lady of the Factory and to St Joseph.

Every week there is the charity meeting to make layettes for the largest families. Visiting the sick is entrusted in turn to councillors. The Singing Council arranges the hymns and motets for the religious devotions of the Association. The Discretory of the Third Order has already brought together nearly forty tertiaries. We belong to the various confraternities established in the Corporation: the Blessed Sacrament, Our Lady of the Factory, the Rosary, St Joseph, the Apostleship of Prayer, etc.

Our Internal Council meets twice a month: once for moral interests, once for economic interests.

The councillors are chosen in each district, so that they can exercise their devotedness in the families around them.

Bless us, My Lords, so that this blessing may flow over onto our families.

ASSOCIATION OF ST ALOYSIUS GONZAGA

(Article 2, para. C of the Internal Regulations)

LADY PATRONESES

Mrs Reimbeau.

Mrs Paul Saucourt.

Mrs Albert Harmel.

Mrs Maurice Harmel.

COMMITTEE

Dear Brother Director, *President*.

Aulner, Léon, *Vice-President*.

Trouillet, Camille, *Director*.

Martin, Jules, *Secretary*.

Gentilhomme, François.

Vaucher, Remy.

Labbé, Henri.

Delaune, Ferdinand.

Gendarme, Justin.

Saucourt, Pierre.

INTERNAL COUNCIL

Esqui, Charles, *President*.

Champion, Paul, *Vice-President*

Aublin, Armand

Coutier, Gabriel.

Lanotte, Jules.

Lecoq, Jules.

Mailier, Victor.

Nollet, Emile.

Peck, Emile.

Your Eminence, My Lords,

The Association of St Aloysius Gonzaga includes the boys from seven years of age to First Communion.

On Sundays our meetings and our games take place under the presidency of the dear Brother, with the help of the members of the Committee of St Aloysius Gonzaga, who show great devotedness to us. Our lady patronesses organise raffles and provide us with games.

Our Council meets every Thursday at eleven o'clock; its object is the individual apostolate among our comrades.

We know that, following the example of Our Lord, you love little children. Bless us, so that we may be the joy of our parents and our teachers.

LITTLE CIRCLE

(Article 2, paragraph B of the Internal Regulations)

COMMITTEE

The Chaplain of the Mill.

Mr Harmel, Léon.

Mr Harmel, Alphonse.

Bureau, Louis.

Bureau Henri.

Closset, Joseph.

Corvisier, Stéphane.

INTERNAL COUNCIL

Mr Harmel, Félix, *Honorary President*.

Gendarme, Justin, *President*.

Leclerc, Albert, *Vice-President*.

Andry, Henry.

Baudry, Honoré.

Bertaux, Albert.

Fraselle, Nicolas.

Gabriel, Clément.

Grosjean, Auguste.

Your Eminence, My Lords,

The Little Circle brings together the young men from First Communion to sixteen or seventeen years of age. Those of us who work in the mill have every day an hour of school, catechism or a singing lesson.

Monthly Communion, and the Communions of reparation for the more fervent, give us the graces we need to remain the beloved children of Our Lady of the Factory and to do honour to our patron, St Joseph.

On Sundays we have gymnastic exercises, various games, and often walks. Those who have a taste for instrumental music begin to learn it.

The Council meets every Monday at seven in the evening; while putting life into the games, the councillors strive to lead their comrades towards the good.

Thanks to divine protection, we have three of our number in the novitiate of the Franciscans at Bordeaux, six in the minor Seminary, and two in the novitiate of the Brothers.

The Gymnastic Society also has its Council.

Bless us, My Lords; may your blessing make us worthy of our task.

MEN'S ASSOCIATION

(Article 2, paragraph A of the Internal Regulations)

Your Eminence, My Lords,

The Christian Corporation of Val-des-Bois is happy and proud to greet in you the Apostles of the workers.

Your high dignity does not prevent you from condescending to stoop towards the little ones, and, following the example of Our Lord, it is towards the workers, towards those who labour and suffer, that you bend with love, devoting your great hearts to them and letting them benefit from the power that the prerogatives of Princes of the Church confer upon you.

You have come here to study the organisation of our mill. All that you may see of it can give you only a faint idea of the happiness, the true joy and the temporal prosperity which have been the happy consequences of our Christian Corporation. It is the Corporation that has

made of us one great family, and wherever we go, we are proud to say: "I belong to the family of Val-des-Bois." This title has become a mark of nobility in our part of the country.

Our Association includes the men from the age of seventeen; we have two hundred and sixty-eight members, of whom twelve are candidates; we hold our monthly meetings and we follow the Rules of the Association of Catholic Workers' Circles.

You have seen the Councils of the seven Fundamental Associations, which form the religious foundation of our Corporation, pass before you. In a moment, in another hall, the various men's Councils will give you a brief account of the aim and the working of each institution.

We therefore confine ourselves, My Lords, to laying at your feet the humble homage of our filial respect, and we acclaim you as the Fathers and Benefactors of the workers.

Long live the Cardinal! Long live the Bishops!

III.

INSTITUTIONS

A. — UNION OR CORPORATIVE COUNCIL

(Article 2 of the Statutes)

Meetings on the 3rd Thursday of the month, at 7 in the evening.

EMPLOYERS' GROUP

- 1 The Good Father, *President*.
- 2 Harmel, Félix, *Vice-President*.
- 3 Champion, François, *Secretary*.
- 4 Terneaux, Florentin, *Treasurer*.
- 5 Pilardeau, Emile.
- 6 Godfroy, Alexandre.
- 7 Aulner, Léon.

WORKERS' GROUP

- 8 Varlet, François, *Vice-President*.
- 9 Gentilhomme, François, *Vice-Secretary*.
- 10 Esqui, Emile, *Assistant Treasurer*.
- 11 Jolivet, Alfred.
- 12 Gouverneur, Louis.
- 13 Charlier, Jules.
- 14 Scherrer, Charles.

The Union Council is divided into two equal groups: the employers' group and the workers' group. The first is appointed by the employers of the mill, the second by the workers who are members of the Union, for an unlimited term. It alone is responsible for the administration and the direction of the Union, in the terms and according to the spirit of the law of 21 March 1884.

The Union has existed legally only since 2 August 1885; but in fact it has existed for a good many years under the name of Christian Corporation. That is why we can show by experience the benefits of union between employers and workers.

Permanence of employment, so little known in our part of the country, has been the fruit of our institutions. On the death of Mr Ernest Harmel (28 September 1885), in order to carry out his testamentary wishes by giving a keepsake to each of the families that had been at the mill for more than ten years, a hundred and twenty objects had to be bought.

Understanding between the workers and the employers has grown so great that they now form a single family, in which the most affectionate trust reigns among all.

Habits of saving have surpassed those of the most prosperous mills, since we have reached an annual saving of more than ten per cent of total wages.

The honour of the home, the respect of children for their parents, the Christian restoration of families: these are so many benefits of our institutions. The initiative of the workers, supported by the devotedness of the employers, has everywhere developed that fruitful spontaneity and moral dignity which are unhappily so rare today among factory populations.

The members of the Union Council understand the importance of their social mission and of their responsibility. They carry their devotedness into the various Councils to which they belong.

B. — COMMITTEE

(Article 3 of the Internal Regulations)

Meetings on Friday, at half past one in the afternoon.

1 The Good Father, *President*.

2 Harmel, Félix, *Vice-President*.

15 The Chaplain of the Mill, Section IV.

- 16 Dear Brother Guy, *Director of the Circle.*
- 3 Champion, François, *Secretary.*
- 17 Harmel, Léon, junior, *Vice-Secretary.*
- 18 Bureau, Georges, Section I.
- 19 Harmel, Jules, Section II.
- 20 Harmel, Albert, Section II.
- 4 Terneaux, Florentin, Section II, *Annexed Ass.*
- 7 Aulner, Léon, Section II, *Societies.*
- 21 Harmel, Maurice, *Christian discipline.*
- 22 Harmel, Théodore, Section II.
- 33 Harmel, Alphonse, Section II.
- 23 Reimbeau, Emile, Section II.
- 6 Godfroy, Alexandre, Section III, *Finances.*
- 5 Pilardeau, Emile, Section III, *Econ. inst.*

The Committee, made up of the employers' group of the Union Council and of the members of the employer's family, meets every Friday. It includes a representative of each of the Associations and Institutions and sees to their regular working. It fixes the employers' share of the contribution to the various works of the mill. Its sessions are organised, for the division of labour, according to the methods of the Association of Catholic Workers' Circles.

C. — INTERNAL COUNCIL

(Article 3 of the Internal Regulations)

Meetings on Tuesday, at 7 in the evening.

- 1 The Good Father.
- 15 The Chaplain of the Mill.
- 16 Dear Brother Guy, *Director.*
- 3 Champion, François, *President.*

O. — Choral Society.

V. — Rosary.

Chapel.

Relations with absent Members.

8 Varlet, François, *Vice-President*.

K. — Refreshments.

N. — Fire Brigade.

Carded-wool spinners' workshop.

50 Fleury, Raymond, *Secretary*.

9 Gentilhomme, François, *Vice-Secretary*.

E. — Mutual Aid Society.

U. — Conference of St Vincent de Paul.

X. — Confraternity of the Blessed Sacrament.

Candidates' Meeting.

10 Esqui, Émile, *Assistant Treasurer*.

Combed-wool spinners' workshop.

11 Jolivet, Alfred.

P. — Instrumental music.

T. — Professional Council.

B¹ — Apostleship of Prayer.

Repair and engine workshops.

New workers.

12 Gouverneur, Louis.

Z. — Archconfraternity of Our Lady of the Factory.

Carded-wool preparing workshop.

13 Charlier, Jules.

Q. — Gymnastics.

Young men's Association (Little Circle).

Dyeing workshop

14 Scherrer, Charles.

H. — Cooperative joint-stock company.

Combed-wool preparing workshop.

24 Gérard, Joseph, *in charge of refreshments*.

Yards and labourers.

25 Dufour, Augustin.

G. — Good Reading Society.

I. — Direct Purchases.

26 Courtois, Ernest, *Games Commissioner*.

D. — Dignitaries

S. — Dramatic Section.

27 Lecoq, Léandre.

F. — Approved suppliers.

A¹. — Archconfraternity of St Joseph.

28 Vaucher, Rémy.

J. — Hostel.

L. — Various institutions.

R. — Rifle Club.

The Internal Council is made up of the members of the Union Council, workers' group, to whom are added other workers, members of the Union, appointed by their comrades for an unlimited term. It is concerned very particularly with the Fundamental Association called the *Men's Association*, and through its delegates it supervises the institutions run by the men's Councils, while leaving complete responsibility for the administration or the direction of the Union to the Union Council, which remains the only legal body. As can be seen in the table, each of the members of the Internal Council is charged with representing the workers' family in the other Councils.

At our meetings every Tuesday, presided over by the Good Father or by his son, Mr Félix Harmel, we give an account of the working of the institutions in our charge, and we carry back to the various groups the general instructions and the line of conduct laid down at

the meeting. In this way there is unity of direction, and we are sure of always going forward in agreement with one another. The Internal Council is in charge of admitting the members who wish to join the Men's Association. We require unanimity for these admissions, for a single member may know of a case that could justify refusing admission. Before the next meeting, this member makes known to the Director the reason for his vote; the Director judges whether he should put the candidate forward again, or whether the matter should be postponed.

We have two hundred and fifty-six active members and twelve candidates; some forty men remain outside the Corporation, and among them are workers who have been at the mill for twenty, thirty, forty years, since our whole organisation rests on individual freedom. The Internal Council appoints the members who are to look after the various institutions; through its representative it has a right of supervision in the various Councils. It manages the fund, which is fed by the members' subscriptions, the gifts of our employers and the profits of the Consumer Society. Our expenditure goes on the upkeep and service of our meeting rooms, country teas, outings and pilgrimages, and grants to the recreational Societies. Thanks to the gifts of our generous employers, we nearly always manage to balance our budget; and if from time to time there is a deficit, we know to whom to turn to make it good.

D. — COUNCIL OF DIGNITARIES

(Article 4 of the Internal Regulations)

Meetings on the Wednesday before pay day, at 7 in the evening.

16 Dear Brother Guy, *Director*.

22 Harmel, Théodore, *Secretary*.

26 Courtois, Ernest, *Internal Council*.

65 Labbé, Henri.

29 François, Eugène.

30 Hennin, Victor.

31 Jupin, Alfred.

32 Lecoq, Emile.

61 Delaune, Ferdinand, *Librarian*.

73 Andry, Eugène.

The Council of Dignitaries, appointed by the Internal Council, has as its aim: 1. to ensure the running of the services of the Circle, games, outings and feasts; 2. to foster the spirit of devotedness among the young.

Its meetings take place every fortnight under the presidency of the Brother Director, who is so good to us that he is the friend of the young men rather than their superior.

Each one has his task; two are in charge of the library, which has four hundred volumes, lent out on Sundays and Thursdays; another looks after the billiards; one, the games of bowls and skittles; and on the long outings all take the lead in games of prisoner's base, ball games and others.

Thus, by increasing the attraction of our Society, we seek to contribute to the work of redemption undertaken by our elders.

E. — DIVISION I. — MUTUAL AID SOCIETY

(Article 5 of the Internal Regulations)

Meetings on the Wednesday before pay day, at 7 in the evening.

23 Reimbeau, Émile, *Secretary*.

9 Gentilhomme, François, *Internal Council*.

34 Aublin, Jean-Baptiste.

35 Aubry, Dyonisse.

13 Charlier, Jules.

11 Jolivet, Alfred.

36 Raux, Ernest.

Our Mutual Aid Society has 631 paying members.

It provides the following benefits:

1. Free medical care and medicines for members and their families;
2. An allowance during the time of illness;
3. An additional allowance in case of temporary unemployment following an accident;
4. A pension of 300 to 700 francs a year, for accidents that prevent the continuation of the same work;
5. Christian burial and all the expenses occasioned by death;
6. School books and supplies for the members' children.

The Council is charged with visiting the parents who neglect to send their children to school, and with reprimanding them; a list of absences is submitted to it every week.

The infant school and the schools are attended by 265 children of both sexes.

Instruction is given free of charge by the mill.

School hours are arranged so as to make family life easier, by allowing the children to take their meals with their parents.

Our schools give not only a sound education, attested by the school certificates obtained each year, but, what is better still, a thoroughly Christian upbringing. From thirteen to sixteen, those who have the certificate required by law and who work at the mill still attend school for an hour a day.

Our children are thus preserved from the dangers of their first contact with the workshop.

F. — DIVISION II. — APPROVED SUPPLIERS.

(Article 6 of the Internal Regulations)

Meetings on the Wednesday after pay day, at 7 in the evening.

37 Deroche, Jean-Baptiste, *Secretary*.

27 Lecoq, Léandre, *Internal Council*.

38 Evrard-Dupuis.

39 Rudler, Charles.

The approved suppliers are tradesmen who sell directly to the Members in return for a discount fixed by contract, in exchange for which the Corporation guarantees them payment in cash.

This discount is not given directly to the buyer; it is credited to his savings bank passbook for the Corporative Bonus.

We now have eight approved suppliers, namely: four butchers, three pork butchers and one egg and poultry dealer.

The Council of this division is charged with drawing up the contracts and seeing that their clauses are scrupulously carried out. It receives everyone's complaints and gives them redress.

There was a time when it was not easy for the isolated worker to obtain the cut that suited him, and he was lucky if the weight was right; but since the Council has taken the matter in hand, the humblest worker in the mill is certain of getting, in the piece he buys, the quality he wants and the full weight, just like the best-paid clerk; for the supplier who failed in his duty would be summoned before the Council and would find himself threatened with losing the custom of the Corporation.

Just as little account is taken of the custom of one poor devil, so a great deal of respect is shown for the custom of twelve hundred consumers.

Which proves that union brings strength and profit.

G. — DIVISION II. — GOOD READING SOCIETY

(Article 7 of the Internal Regulations)

Meetings on the Thursday before the 2nd Sunday of February, April, June, August, October and December, at 7 in the evening.

5 Pilardeau, Émile, *Secretary*.

25 Dufour, Augustin, *Internal Council*.

37 Deroche, Jean-Baptiste.

11 Jolivet, Alfred.

36 Raux, Ernest.

The Council meets every two months.

The aim of the Society is to provide the worker with wholesome reading and intellectual relaxation.

It works to prevent that drift towards evil caused by reading the unwholesome and shameless sheets whose task is to soil what is pure and beautiful and to debase what is great and noble.

The Council has approved for its Members the reading of the following daily newspapers:

1. <i>La Croix</i> , which has	27 subscribers
2. <i>Le Petit Moniteur universel</i>	28 —
3. <i>Le Courrier des Ardennes</i>	26 —
In all	81 subscribers.
4. Weekly papers:	
<i>L'Ouvrier</i> has	180 subscribers.
The <i>Veillées des Chaumières</i>	180 —
In all	360 subscribers.

In short, the Good Reading Society sells each year:

Daily newspapers	29,160 issues.
Weekly papers	19,520 —
In all	48,680 issues.

And if we add that on average each issue is read by 4 people, the Society thus produces the same benefit as if it sold 194,720 issues a year.

The Council is happy to note the increase in readers who understand that good reading is the health of the mind and that diabolical reading is the plague of Christian homes. Three times a year, a draw among the subscribers to the daily newspapers gives the lucky winner a State bond bringing 3 francs a year.

H. — DIVISION III. — COOPERATIVE JOINT-STOCK COMPANY. — BAKERY

(Article 8 of the Internal Regulations)

Meetings on the 1st Thursday of the month, at 7 in the evening.

BOARD OF DIRECTORS

- 1 The Good Father, *President*.
- 4 Terneaux, Florentin, *Manager*.
- 40 Béchard, Athanase, *Deputy Manager*.
- 41 Sacotte, Adolphe, *Secretary*.
- 14 Scherrer, Charles, *Internal Council*.
- 42 Andry, Emile.
- 34 Aubry, Dyonisse.
- 3 Champion, François.
- 43 Féry, Constant.
- 44 Gouverneur, Alexandre.
- 11 Jolivet, Alfred.
- 8 Varlet, François.

The joint-stock company with share capital was formed on 6 October 1879 with a capital of 20,000 francs divided into two hundred shares of 100 francs, of which 10,650 fr. has been paid up.

It is established under the law of 24 July 1867.

The aim of this Society was to set up a bakery and a shop for clothing, footwear, linen, hosiery, etc.

It is run by a Manager and a Deputy Manager, appointed each year by the Board of Directors.

The Board meets once a month, and more often if needs require. The Manager reports on the Society's operations and asks for directions; he sets out what is needed for buying, selling and the contracts to be concluded; he obtains authorisation for expenditure.

Every half-year he takes an inventory, draws up the balance sheet and proposes the distribution of the profits.

This Society sells about 105,000 francs' worth a year.

It gives its Shareholders six per cent interest and on average a dividend of four point seven per cent: in all, ten point seven per cent a year yielded by the shares.

In addition, the cooperators receive five per cent of the amount of their purchases; thus in 1886 the shareholders received for interest and

dividends	1,139.55
and the cooperators	3,741.40
	4,880.95

Since its foundation, it has built up a reserve of 4,921.45 fr., that is, almost half the paid-up capital.

For six and a half years, the funds invested in this Society have yielded, in interest, dividend, cooperators' share and reserve, more than sixty per cent a year on the paid-up capital.

This splendid result is due to the activity and devotedness of the members of the Board of Directors. Every week several of them are on duty to supervise everything.

In order to share the responsibilities, the directors have chosen from among the shareholders an advisory Council under the name of *Direct Purchases*.

I. — DIVISION III. — DIRECT PURCHASES. — ADVANCES & GOODS

(Article 9 of the Internal Regulations)

Meetings on Friday, at 7 in the evening.

40 Béchard, Athanase, *Secretary*.

25 Dufour, Augustin, *Internal Council*.

14 Scherrer, Charles, *Board of Directors*.

8 Varlet, François, id. id.

45 Peck, Edouard.

46 Thiry, Rémy.

47 Urth, Nicolas.

The members of this Council are chosen by the Board of Directors from among the shareholders.

They meet every week to check the sales and purchases and the state of the shop; they approve the purchases of goods, seeking good quality and low prices; they also fix the selling prices. We have obtained several consignments which tie up none of our capital; moreover, we are able to buy from the large wholesale houses in quantities as small as we wish.

This division deals in vegetables of everyday consumption, coal, linen, clothing and footwear, sold at prices that defy all competition.

Once a month the list of debtors is submitted to the Council, which approves or stops the credit of those it finds too heavily burdened.

J. — DIVISION IV. — HOSTEL

(Article 9 of the Internal Regulations)

Meetings on the 1st Thursday of the month, at 7 in the evening.

6 Godfroy, Alexandre, *Secretary*.

28 Vaucher, Rémy, *Internal Council*.

48 Pérotin. Louis, *Boarder*.

49 Trouillet, Camille.

65 Labbé, Henri, *Boarder*.

50 Fleury, Raymond.

26 Courtois, Ernest.

The Hostel Council, whose meeting is fixed for the first Thursday of every month, is concerned very particularly with the young men who are far from their families and who board with the Brothers.

Its aim is to guide these young men in the path of duty and the practice of virtue, while allowing them honest recreation in the mo-

ments that work leaves them. Through one of the boarders, the Hostel Council receives their wishes and meets them as far as possible; each one can turn to a member of the Council with any complaints he may have to make, and these requests are always given serious consideration.

Secondly, these monthly meetings take an interest in everything that can help intellectual and moral development. By keeping these young men in the Christian surroundings of the Val, the Hostel Council prevents them from seeking the dangerous pleasures that can become the ruin of the soul.

These benefits prove what advantages young men far from their families can draw from this help.

K. — DIVISION V. — REFRESHMENTS

(Article 10 of the Internal Regulations)

Meetings on the Saturday after pay day, at 7 in the evening.

51 Geysel, Georges, *Secretary*.

8 Varlet, François, *Internal Council*.

52 Coutier, Victor.

14 Scherrer, Charles.

24 Gérard, Joseph, *in charge of refreshments*.

53 Périn, Martin.

47 Urth, Nicolas.

57 Mangin, Armand.

66 Fournier, Auguste.

68 Gobinet, Étienne.

The Council meets every fortnight, on the Saturday after pay day.

It buys wine, beer, liqueurs, syrups and coffee, and sells them either in the room known as the Circle room or to take away. In its purchases, the Commission seeks above all to satisfy the consumers; it makes a point of selling good qualities at prices that encourage the Member not to frequent the cafés of the locality. For this purpose it

chooses the best samples, provided that the cost price does not exceed the selling price. At the end of the year, the surplus is paid over to the Internal Council, through the corporative or union fund, and it is in this way that the Internal Council can meet its expenses.

L. — DIVISION VI. — VARIOUS INSTITUTIONS

Corporative fund, Corporative Bonus, Savings banks, provident and pension funds, Insurance, etc.

(Articles 11 to 20 of the Internal Regulations)

Meetings on the 2nd Thursday of the month, at 7 in the evening.

4 Terneaux, Florentin, *Treasurer-Secretary*.

28 Vaucher, Rémy, *Internal Council*.

10 Esqui, Emile, *Assistant Treasurer*.

42 Andry, Emile.

54 Georges, Edouard.

53 Périn, Martin.

5 Pilardeau, Emile, *Workers' Secretariat*.

1. CORPORATIVE OR UNION FUND.

This account includes the budgets of all the Associations, namely: St Philomena, Holy Angels, Children of Mary, St Anne, Wash-house, St Aloysius Gonzaga, Little Circle, Men's Association, Dignitaries, Mutual Aid Society, Good Reading Society, Hostel, Fire Brigade, Choral Society, Band, Gymnastics, Rifle Club, Theatre, Conference of St Vincent de Paul, various Confraternities, Corporative Bonus and Corporative Patrimony.

The receipts budget is made up:

1. Of the subscription of the men belonging to the Corporation: 25 centimes per family per month;
2. Of the gifts of Messrs Harmel frères;
3. Of the profit produced by the Consumer Society;
4. Of the profits made by the joint-stock company;

5. Of the mill's fines, which amount to about 60 francs a year.

The corporative or union fund credits each Association in proportion to the budgets drawn up in advance.

Each Council in turn orders its expenditure, which can be paid only by the General Treasurer of the Union, against the voucher countersigned by the President and the Treasurer of the said Council.

In this way the money remains in the hands of the General Treasurer, and we avoid drawbacks without hampering the freedom of the groups.

Each Association has its account opened in the Union's ledger, and the Treasurers each have a passbook which is a copy of their account.

2. CORPORATIVE BONUS.

The Corporative Bonus consists of a sum proportional to the purchases made from the economic institutions.

To establish the Corporative Bonus, each family has a passbook called the *corporative passbook*, in which are entered all its purchases from the Corporation and all its payments to the approved suppliers. Every half-year, the Secretary draws up the statement for each family; he gives the total to the Treasurer of the Corporation, who applies the percentage to be distributed, according to the profits made by the joint-stock company.

To be entitled to a share, one must have paid cash; by cash we mean payments made within the month of purchase, or advances granted by the Council of Division III to large families who may be in some temporary difficulty.

Division III is answerable for these advances to the Shareholders.

The Corporative Bonus is divided into two classes:

1. For families whose head is under fifty, it is credited every half-year to his account in the savings bank of the Corporative Bonus, bearing interest at five per cent a year;

2. For families whose head is over fifty, it is paid in cash every half-year.

3. SAVINGS BANK.

The savings bank is divided into three parts:

1. Workers' savings: the workers may have a fixed sum deducted from their earnings every fortnight or every month. This fund receives about 55,000 francs a year.

2. School savings. Every fortnight, the Treasurer makes his round of the schools to collect the pupils' deposits. This fund receives about 2,000 francs.

3. Corporative Bonus coming from the profits made by the economic institutions. This fund receives about 3,500 francs.

In addition, a sum of 500 to 1,000 francs is distributed to heads of family over fifty years of age.

Putting these three savings banks together, we find a saving of more than 60,000 francs a year, which represents ten to eleven per cent of the total wages.

Interest is calculated at five per cent a year, payable every half-year or capitalised, as each prefers.

When a family's savings reach a certain figure, the Councillors of Division VI offer the creditor the purchase of real estate or of perfectly safe securities. Unfortunately, the workers prefer investments in movable property, because of the difficulties that the inheritance laws cause when a property has to be wound up.

4. CORPORATIVE PATRIMONY.

The Corporative Patrimony is an inalienable common property, accumulated to ensure the perpetuity and the independence of the Corporation. To achieve this aim, it is used in the way judged best by the Union or Corporative Council. This account holds 1,315 francs.

It is produced:

1. By the five per cent discount that the approved suppliers allow on the deductions made from families not belonging to the Corporation;
2. By the five per cent discount that the suppliers allow on the deductions that the Corporation makes, on their behalf, from families who wish to pay their debts. Very old debts have thus been paid off by Division VI, to the great joy of the suppliers, most of whom had quite given up their claims as lost, and to the great profit of the families, who have thus been able to enter on the fruitful path of paying cash.

5. PROVIDENT FUND.

This Fund, supplied entirely by the employers, is intended to provide pensions for the oldest workers. It is managed by the Council of Division VI, which also deals with life insurance, the formalities of marriages and legal advice.

N. — FIRE BRIGADE

(Article 24 of the Internal Regulations)

Meetings on the 1st Sunday of the month, after Mass.

18 Bureau, Georges, *Captain*.

8 Varlet, François, *Second Capt., Int. Council*.

55 Sacotte, Léon, *Sergeant-Major*.

37 Déroche, Jean-Baptiste, *Standard-Bearer*.

47 Urth, Nicolas, *Hose Sergeant*.

13 Charlier, Jules, *id. id.*

46 Thiry, Remy, *Axe Sergeant*.

52 Coutier, Victor, *Sergeant*.

10 Esqui, Emile, *id.*

56 Jolivet, Louis, *id.*

57 Mangin, Armand; *id.*

58 Kohler, Jean-Baptiste, *Bugler Corporal*.

59 Eme, Grégoire, *Corporal*.

36 Raux, Ernest, *id.*

28 Vaucher, Remy, id.

The Firemen's Council, which meets on the third Sunday of each month, is in charge of administering the fund and regulates the drill exercises, which take place once a month.

The fund is fed by a subscription of 20 centimes a fortnight paid by each of the members, increased by an annual grant of 180 francs from our employers.

The material mission entrusted to the Council is nothing beside another of a far higher order: that of making reign among us the Christian brotherhood founded on charity, a brotherhood that raises courage and stirs a happy emulation in the fulfilment of every duty. And so, when the hour of toil and danger strikes, no one hesitates and none of us spares his efforts.

O. — CHORAL SOCIETY

(Article 24 of the Internal Regulations)

Meetings on the 2nd and 4th Mondays of the month, at 7 in the evening.

2 Harmel, Félix, *President*.

5 Pilardeau, Emile, *Director*.

7 Aulner, Léon, *Secretary*.

3 Champion, François, *Internal Council*.

60 Dear Brother Armon.

42 Andry, Emile.

40 Béchard, Athanase.

50 Fleury, Raymond.

The Choral Society came into being at Val-des-Bois on 25 July 1885, the feast of St Vincent de Paul.

At the beginning the Choral Society was made up of some twenty young men and children, most of whom had not the slightest notion of music. But thanks to the tireless devotedness of our excellent Dir-

ector, our Society was soon able to sing a few pieces in the chapel, which was our main aim.

Rehearsals take place twice a week.

P. — INSTRUMENTAL MUSIC

(Article 24 of the Internal Regulations)

Meetings on the 1st and 3rd Mondays of the month, at 7 in the evening.

2 Harmel, Félix, *President*.

7 Aulner, Léon, *Director*.

62 Ladame, Léon, *Bandmaster*.

63 Aublin, Julien, *Secretary*.

64 Servais, Pierre, *Vice-Secretary*.

11 Jolivet, Alfred, *Internal Council*.

38 Evrard, Emile.

81 Martin, Jules.

68 Gobinet, Etienne.

69 Laporte, Léon.

70 Sacotte, Louis.

71 Thiry, Joseph.

72 Tomçon, Auguste.

The Music Society has existed since 1847. It numbers fifty-one players. It is directed by a Council made up of the President, the Director, the Bandmaster and eight Councillors appointed by the Members of the Society. The Council meets every fortnight.

To belong to the Band, one must belong to the Corporation and be sixteen years old.

On Thursdays the Bandmaster goes to the boys' schools to give the children their first notions of music.

Lessons are given every day and free of charge. On Thursdays and Sundays, full rehearsals bring cheerfulness to our gardens.

The fund is fed by a subscription from each musician and by the Internal Council.

No religious or corporative feast takes place without the participation of our Band.

It has taken part several times in competitions, always preceded by attendance at Mass; we have received public compliments from the judges on account of that perfect discipline which makes our musicians admired everywhere, even by those who do not share our principles.

Q. — GYMNASTIC SOCIETY

(Article 24 of the Internal Regulations)

Meetings on the Wednesday after pay day, at 7 in the evening.

19 Harmel, Jules, *President*.

3 Champion, François, *Vice-President*.

7 Aulner, Léon, *Director*.

13 Charlier, Jules, *Internal Council*.

73 Andry, Eugène, *Secretary*.

74 Evrard, Alfred.

75 Richard, Auguste.

76 Schoder, Alexis.

22 Harmel, Théodore.

The Gymnastic Society, placed under the patronage of St Stanislaus Kostka, was formed in 1884.

Its aim is to train the young men in the various movements they will have to perform when the lot calls them to the colours.

It is directed by a Council elected by the members, which meets every fortnight.

Practices take place on Sundays after High Mass.

In summer, additional lessons are given on Thursday evenings.

As instructor we have a soldier from a regiment garrisoned at Reims.

The members pay a subscription of 25 centimes a month; the rest is given to us by the Internal Council.

To belong to the gymnastics, one must belong to the Corporation.

The Society, though still young, has prospered greatly and is well on its way.

Several displays have already taken place, and everywhere the applause has greatly encouraged our young men, who today work with more ardour than ever.

R. — RIFLE CLUB

(Article 24 of the Internal Regulations)

Meetings on the 2nd Sunday of the month, after Mass.

23 Reimbeau, Émile, *Secretary*.

28 Vaucher, Rémy, *Internal Council*.

78 Aubry, Edmond.

43 Féry, Constant.

80 Grosjean, Joseph.

56 Jolivet, Louis.

39 Rudler, Charles.

The Rifle Club, suspended during the winter, resumes its councils every spring and above all its target-shooting competitions. The meetings take place on the second Sunday of each month.

The Councillors are all old soldiers or young non-commissioned officers just out of service. The Club not only provides its members with pleasant and useful recreation, but it keeps up patriotic ardour and gives everyone the handling of the service rifle, which one day, in their hands, will raise up again the reign of God and the honour of the fatherland.

S. — DRAMATIC SECTION

(Article 24 of the Internal Regulations)

Meetings on the 1st Wednesday of the month, at 7 in the evening.

2 Harmel, Félix, *President*.

11 Harmel, Léon, *Vice-President*.

23 Reimbeau, Emile, *id*.

26 Courtois, Ernest, *Internal Council*.

73 Andry, Eugène.

81 Martin, Jules.

70 Sacotte, Louis.

The Dramatic Society is made up exclusively of young men.

The Council meets every month to read new plays and to decide the programme of the evenings.

The overall direction is reserved to the Chaplain; he carries it out with that fatherly charity which has won him the affection of the young men. Thanks to his good direction, we have been able to contribute to everyone's recreation and pleasure through several theatrical evenings whose memory lives on among our people.

As soon as the winter evenings return, the Society, at rest for the moment, will set to work again with new ardour to provide everyone with wholesome and interesting entertainment.

T. — PROFESSIONAL COUNCIL

(Article 28 of the Internal Regulations)

Meetings on the Friday after pay day, at 7 in the evening.

21 Harmel, Maurice, *President*.

11 Jolivet, Alfred, *Internal Council*.

82 Nollet, Jean-Baptiste, *Scouring, Carding*.

56 Jolivet, Louis, *Combing*.

14 Scherrer, Charles, *Preparing*.

71 Thiry, Joseph, *Combed-wool spinners*.

42 Andry, Emile, *id. id*.

83 Jolivet, Ernest, *Carded-wool spinners*.

27 Lecoq, Léandre, *Packing*.

51 Geysel, Georges, *Offices*.

45 Peck, Edouard, *Engines*.

54 Georges, Edouard, *Locksmith's shop*.

47 Urth, Nicolas, *Joinery*.

85 Pierret, Joseph, *Labourers*.

The Professional Council is made up of a president, who is an employer, a secretary and twelve councillors; it meets on the Friday after pay day. This Council is concerned especially with the precautions to be taken against accidents. That is why its members are chosen from all the rooms of the mill. Each councillor watches over his area and reports to the president the accidents that have occurred during the fortnight, as well as the dangerous places he has noticed; at the same time he indicates the measures he thinks useful to avoid foreseeable accidents and to prevent the recurrence of those that have just been deplored. The president takes note of the proposal; if he finds it good, he has it carried out at once.

As a result of this Council's work, there may be changes or costly installations to be made: it belongs to the heads of the firm alone to authorise such expenditure; the presidency of this Council therefore falls by right to one of the employers.

The Professional Council also takes care of hygiene and sanitary measures in the workshops; of the training of apprentices and the development of vocational training; of the examination of the observations gathered among the workers; and of the study of how to improve work in the mill from the moral and material point of view.

U. — CONFERENCE OF ST VINCENT DE PAUL

(Article 29 of the Internal Regulations)

Meetings on Sunday, after Mass.

6 Godfroy, Alexandre, *President*.

9 Gentilhomme, François, *Vice-Pres., Int. Council*.

4 Terneaux, Florentin, *Treasurer*.

40 Béchard, Athanase, *Secretary*.

86 Sambucucci, François, *Vice-Secretary*.

YEAR 1886

RECEIPTS

In hand on 31 December 1885	796.85 fr.
Legacy of Mr Ernest Harmel	300.00 »
Gift from Messrs Harmel frères	300.00 »
Gift from the joint-stock company	150.00 »
Gift from Rev. Fr Roucas	100.00 »
Collections at the meetings	194.50 »
	1,841.35 fr.

EXPENDITURE

Bread vouchers	363.35 fr.
Meat vouchers	419.80 »
Vegetable vouchers	42.30 »
Clothing	570.40 »
Rent fund	60.00 »
Soup vouchers from the cheap kitchen	26.60 »
Gifts to the General Council and the Central Council	40.00 »
Beds	17.75 »
Coal and sundries	214.50 »
	1,754.70 fr.

SUMMARY

Receipts	1,841.35 fr.
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Expenditure	1,754.70 »
Remaining in hand on 31 December 1886	86.65 fr.

We hold our meetings every Sunday after High Mass. The visits can thus be made on Sunday afternoon, a time when visitors and visited meet more easily and can spend together all the time needed.

During the year 1885 we were 16 active members; in 1886 we reached 22.

In 1885 we visited twenty families; in 1886 we visited twenty-two, four of which do not belong to the mill. In addition, the sick, whether poor or well-off, are visited by our brother members.

We have no other rule than that of the Society of St Vincent de Paul, to which our Conference is affiliated.

We concern ourselves with:

1. The visiting of the poor;
2. The visiting of the sick;
3. Workers' housing, from the point of view of moral adequacy and healthiness;
4. The bed fund, which consists in providing the number of beds needed so that children of different sexes do not sleep together.

V. — ASSOCIATION OF THE HOLY ROSARY

(Article 29 of the Internal Regulations)

Meetings on the last Thursday of the month, at 7 in the evening.

15 The Chaplain of the Mill, *Director*.

3 Champion, François, *Internal Council*.

87 Gilmaire, Edouard.

88 Hennin, Edouard.

89 Picart, Joseph.

49 Trouillet, Camille.

90 Wavreille, Joseph.

The Association of the Holy Rosary, established at Val-des-Bois, numbers about a hundred members. It is directed by a Council which meets on the last Thursday of every month, under the presidency of the Chaplain of the mill.

At these meetings the councillors encourage one another to do all they can to urge their comrades to join the Association, by making known to them the many indulgences attached to it.

Members are admitted from their First Communion onwards; their names are entered in the register kept for that purpose.

To make the recitation of the Rosary easier, two decades of the beads are said every day at the morning Mass and three decades at the Sunday Mass, so that the complete Rosary is recited in one week.

X. — CONFRATERNITY OF THE BLESSED SACRAMENT

(Article 29 of the Internal Regulations)

Meetings on the last Friday of the month, at 7 in the evening

15 The Chaplain of the Mill, *Director*.

19 Harmel, Jules, *President*.

9 Gentilhomme, François, *Internal Council*.

5 Pilardeau, Emile.

91 Antoine, Eugène.

92 Garroy, Joseph.

93 Gravisse, Joseph.

94 Gabriel, Joseph.

95 Baudry, Joseph.

96 Lecoq, Nicolas.

55 Sacotte, Léon.

98 Muller, Nicolas.

99 Abraham, Joseph.

A Confraternity of the Most Blessed Sacrament was erected in the chapel of Val-des-Bois in 1884. Its aim is to spread among us devotion to Our Lord Jesus Christ, and to make reparation, as far as our

weakness and unworthiness allow, for the outrages with which He is all too often overwhelmed in His divine Sacrament.

It now numbers seventy-five Associates among the men and a hundred and twenty among the ladies and girls.

On the first Sunday of the month, the Most Blessed Sacrament is exposed from High Mass until the end of Benediction. During this time the associates, divided into ten sections, come to spend half an hour in the chapel, at the hour set by notices of convocation handed out the day before.

Most of the associates receive Holy Communion on the day of the monthly Adoration. In this way the Confraternity of the Most Blessed Sacrament has done immense good among us, by giving us the opportunity to approach the holy Table frequently.

Moreover, by training us in devotion to Our Lord Jesus Christ, this Confraternity is an eminently favourable nursery for recruiting brothers of the Third Order.

Y. — THIRD ORDER OF ST FRANCIS. — DISCRETORY

(Article 29 of the Internal Regulations)

Meetings on the Thursday before the 1st Sunday of the month, at half past one in the afternoon.

15 The Chaplain of the Mill, *Director*.

19 Harmel, Jules, *President*.

5 Pilardeau, Emile, *Master of Novices*.

4 Terneaux, Florentin, *Treasurer*.

7 Aulner, Léon, *Secretary*.

The new constitution granted to the Third Order by Our Holy Father Pope Leo XIII, by bringing some mitigation to the rule, has allowed us, humble workers, to share in the spiritual treasures of the Franciscan family.

The men's fraternity established at the Val now numbers ten brothers. In accordance with the rule, the Discretory meets once a

month, and the general meeting takes place on the first Sunday of the month, after the Communion Mass. The advice and guidance of our excellent and devoted Father Director are always listened to and received with joy, and in that happy moment when our hearts possess Our Lord Jesus Christ, his affectionate words have the most salutary effects on our souls.

The women's fraternity now consists of thirty-six members. Their general meeting takes place on the second Sunday of the month after High Mass, and that of the Discretory on the Monday before.

A monthly Mass is said for the repose of the souls of deceased tertiaries, and on the first Friday of each month there is Benediction of the Most Blessed Sacrament for the tertiaries.

Z. — ARCHCONFRATERNITY OF OUR LADY OF THE FACTORY⁴

(Article 26 of the Statutes)

Meetings on the 1st Thursday of the month, at 7 in the evening.

15 The Chaplain of the Mill, *Director*.

1 The Good Father, *President*.

12 Gouverneur, Louis, *Internal Council*.

5 Pilardeau, Emile.

86 Sambucucci, François.

100 Wagnart, Albert, *Secretary*.

4. Consecration to Our Lady of the Factory: O Our Lady of the Factory, Mother of Employers and Workers, we consecrate to you today our persons, our families, our workshops and our country.

Protect our work, defend us against all the dangers in the midst of which we live. Present us to Jesus, your divine Son; offer him our labours and our daily sufferings for the conversion of our strayed brothers, so that they too may learn to know God, to love him and to serve him. May employers and workers, sanctified by your mercy, find again, in the restoration of the Christian Corporations, the union and prosperity that selfishness and impiety have stolen from them.

O Our Lady of the Factory, our Mother and our Sovereign, hear our prayers; and, having helped us on this earth, receive us into the blessed homeland. Amen.

Our Lady of the Factory, pray for us.

Devotion to Our Lady of the Factory was born at Val-des-Bois during the fire of 1874. In that terrible event she showed her love for us, and since then she has marked her special favour by new wonders.

Already the good Mother is honoured under the beautiful name of Queen of the Factory in many industrial towns of France.

The Councillors charged with spreading this devotion are proud of their mission; nearly six hundred Associates are entered on their lists.

Pictures, medals, Annals and enrolment forms are distributed by us as occasion arises.

We meet on the first Thursday of each month. We are happy to see that success rewards our efforts; we ask only one thing of the Blessed Virgin: that she give us the joy of seeing her cult spread more and more in this mill, which is consecrated to her.

A¹. — ARCHCONFRATERNITY OF ST JOSEPH

(Article 26 of the Statutes)

Meetings on the 2nd Wednesday of the month, at 7 in the evening.

15 The Chaplain of the Mill, *Director*.

2 Harmel, Félix, *President*.

27 Lecoq, Léandre, *Internal Council*.

55 Sacotte, Léon, *Secretary*.

81 Martin, Jules.

87 Gilmaire, Edouard.

16 The Dear Brother Director.

The Archconfraternity of St Joseph of Val-des-Bois is in contact with that of Beauvais, from which we receive medals, pictures and pamphlets.

The Council meets on the second Wednesday of the month. Its role is to seek, by every means, to spread as widely as possible this beautiful devotion to our glorious patron. Each councillor must make

himself, in his own circle, the convinced apostle of the cult of St Joseph, that great protector of working families.

This year above all, thanks be to our saint, our Confraternity has seen its members pass the hundred mark, and a collection made among the brothers has produced the sum of 88 francs, which is intended to have Masses said for our families at the shrine of Beauvais. Candles burn constantly before the statues placed in the mill, thus bearing witness to the piety of our brothers.

The month of St Joseph brings together a great number of men in the chapel every evening; their attendance shows how much the saint is loved among us.

B¹. — APOSTLESHIP OF PRAYER

(Article 26 of the Statutes)

Meetings on the 2nd Thursday of the month, at 7 in the evening.

15 The Chaplain of the Mill, *Director*.

19 Harmel, Jules, *President*.

11 Jolivet, Alfred, *Internal Council*.

50 Fleury, Raymond, *Secretary*.

101 Dupont, Jules.

102 Gravisse, Constant.

16 Dear Brother Director.

The Apostleship of Prayer, founded at Val-des-Bois in 1864, has its Council, which meets on the second Thursday of the month under the direction of the Father Chaplain.

This work, which is a league of prayers and sacrifices, is a fitting crown to the series of our institutions, all of which are designed to bring happiness to families by filling them with the love of God.

Our Council strives to spread everywhere the spirit of reparation, whose programme is recalled every Sunday by the prayer recited at

High Mass after the elevation⁵. We know that we have received more graces than many others, and we strive to do good to our less favoured brothers in the other mills by joining the league of the Apostleship of Prayer and Sacrifice.



5. Act of reparation:

Every day, O my God, sinners by their crimes diminish, as far as lies in them, your accidental glory and happiness; at the same time they do themselves a harm that would be irreparable if you did not come to their aid.

By an admirable condescension of your infinite goodness, for which we shall praise you for all eternity, you have deigned to associate us with the great work of repairing this twofold evil. We devote ourselves to it entirely.

By Communion of reparation, we shall console you for the abandonment in which you languish.

By attending Masses that are not of obligation, we shall ask you for the conversion of those who, through negligence, do not attend Mass on Sunday.

We shall pray during our work for those who do not pray to you.

Lastly, we shall offer you our sufferings for those who refuse you their hearts.

We know that our actions have no value of themselves, but we shall pass them through your adorable heart, beloved Jesus; you will purify them, and they will acquire an infinite value through their union with your actions, your sufferings and your death, O Word incarnate, sole and necessary foundation of all reparation.

Forgive our infidelities and our ingratitude; allow us, prostrate before you, to make you a special Act of amends for the scandals, the blasphemies and the crimes of every kind committed in the workshops where you are not known.

Come to the aid of our brothers, thrown by necessity into these vestibules of Hell where souls are so easily lost. Raise up apostles of the Factory, so that the workshop may become Christian again and your name be known and respected there. May the worker find you again, and with you happiness, the joy of the family, and the remedy for the many ills that have fallen upon him since he went away from you!

And so that this Reparation may be more pleasing to you, we make it in union with Mary, your holy Mother, who, by sharing in your sufferings at the foot of the cross, became the Restorer of her race and the Mother of Christians. Amen.

IV. VISIT

of His Eminence Cardinal LANGÉNIEUX

Archbishop of Reims

and of His Eminence Cardinal GIBBONS

Archbishop of Baltimore

On THURSDAY 5 MAY 1887, to the Mill of VAL-DES-BOIS

During his stay in France, Cardinal Gibbons, Archbishop of Baltimore, so particularly well known for his devotedness to the working class, wishing to visit a Christian mill, went to Reims at the invitation of His Eminence Cardinal Langénieux.

On Thursday 5 May 1887, at two o'clock in the afternoon, Their Eminences arrived at Val-des-Bois, accompanied by Count Albert de Mun.

After blessing the family gathered in the drawing room and praying for a few moments in the chapel, the illustrious Visitors went to the largest hall of the mill, where they were acclaimed by the workers drawn up by Association.

After the singing of the hymn of the Association of Circles, accompanied by the Band, the Good Father presented in turn the Councils of the Fundamental Associations, each of which explained its role and functions in a few words.

Mr Félix Harmel then spoke and delivered the following address:

Your Eminences,

It is a great honour for the Christian Corporation of Val-des-Bois to receive the visit of two illustrious Princes of the Church. But it is above all a great joy to see together: the eminent founder of the Archconfraternity of Our Lady of the Factory, who has given so

clearly religious an impulse to the French social movement, and the tireless apostle of the New World, the defender of the people in their legitimate aspirations.

We thank our beloved Father for having brought us the Most Eminent Cardinal Gibbons, whose powerful voice has already reached us.

* With what enthusiasm we greet you, Most Eminent Archbishop of Baltimore, you who, on the virgin lands of America, have planted and strengthened by your valour the Catholic hierarchy; you who, in those councils admired by the whole world, have shown the benefits that peoples could draw from religious freedom. Ah! help us with your prayers, and may your great example shine before the eyes of all, to prove to our old world that it is committing suicide by oppressing the Church.

You know it, Your Eminence, and you bore witness to it a few days ago: France, in her innermost being, is still the eldest daughter of the Church. If the minority that oppresses her raises impious clamours, everywhere, as here, there are Christian workers who know that the Revolution has always deceived them, and that impiety is preparing for them a slavery unknown to past centuries. They know how, if need be, as at Châteauevillain, to shed their blood to defend their altars and their liberties.

Tell our brothers in America that we follow their struggles and pray for their triumph. Across the Ocean, may their prayers be united with ours, to ask Jesus the Worker for the Christian emancipation of the workers, to which, like our fathers, we have devoted our lives.

* You see, in this little corner of the earth, Your Eminence, peace and love restored between employers and workers, and mutual charity practised by the workers among themselves.

Our venerable grandfather began, in 1860, these religious Associations which have just filed past before your eyes. They form the basis of our economic and professional organisation. After trying

everything, we have recognised that no institution is truly fruitful unless it is like a sacrament that carries souls towards God.

Our dear workers wished to consecrate their gratitude by giving the name of *Good Father* to the founder of the Mill. That admirable patriarch passed away three years ago, and his last days shone with a fatherhood that was, so to speak, royal, for he reigned over the hearts not only of our little people but of the surrounding working populations. For a fortnight we saw groups of workers come one after another to his bed of suffering, to ask the holy old man for a blessing that they carried home like a treasure. These tributes were not only the fruit of patriarchal virtues so rare in our time; they were above all the consequence of our special organisation. Here, responsibility and initiative belong to the workers' Councils, and the exercise of devotedness and the practice of sacrifice have made the flowers of gratitude and filial love blossom in hearts.

On the morrow of that bereavement, so painful to our hearts, the Christian Corporation of Val-des-Bois, refusing to remain an orphan, acclaimed with enthusiasm its new head, the *Good Father*, in the person of the one who had made the fatherhood of our venerable grandfather shine forth, while devoting the ardour of his heart and the strength of his mind to a tireless apostolate.

Thus God willed to make the union of the family shine forth among us; moreover, he has traced our social path for us through a series of providential events.

* The fire of 1874, by manifesting so strikingly the protection of the Most Holy Virgin, became the origin of the devotion to *Our Lady of the Factory*.

That fire was at the same time an answer to the request that a deputation had gone to Lourdes to seek. My Father had asked for a sign to decide his outside action, and the extraordinary circumstances of that event decided his apostolate.

The Bishop of Lourdes was destined, by his piety towards the Blessed Virgin, to become the archbishop of Our Lady of the Factory. It was through the care of His Eminence Cardinal Langénieux that the Archconfraternity was approved in Rome for the whole world, and that it spread like wildfire throughout France. The centre of the devotion was placed in the church of Saint-Remi, beside the tomb of the illustrious apostle of the Gauls, of him who made France Christian. Thus were united the two principles of social resurrection and of the Christian transformation of the world of labour. Angers, Saint-Chamond, Limoges, Lille, Sablé, Béziers, Marseille, Bagnères-de-Bigorre and other industrial centres have one after another acclaimed the immaculate Virgin, Queen of the Factory.

Already our illustrious Protectress has shown her power, and we here are the happy witnesses of her mercies. Last 2 September, lightning struck the tallest chimney of the mill, placed under the patronage of St Michael. It ran through this great hall where we are gathered, then through all the adjoining halls, now in the form of a bar of fire, now as crackling sparks, knocking down the workers in its path, without doing anyone any harm.

It seemed to us that Our Lady of the Factory wished to show her social action by a material figure, so that all workers might trust in her protection in the greatest dangers. According to the word of the Church, it is indeed She alone who has destroyed heresies; it is She alone who will destroy that supreme heresy of the nineteenth century in which we see all the foundations of civil society and of religion attacked at once.

Only recently, Mrs Albert Harmel, worn down by an illness of several years, was at death's door; all the men of science foretold her approaching end. We called our dear workers to our help. Every evening for nine days the chapel was too small to hold the number of those who prayed; at the end of the novena, Mrs Albert was restored

to the love of her husband, of her children and of our great workers' family.

Tell our brothers in America, Your Eminence, that Our Lady of the Factory is all-powerful, not only in the world of souls, but in the professional and economic order. We proclaim it aloud: it is She who gives us our security and our work. If, in the countless mills that make this valley like one immense industrial town, the help of Our Lady of the Factory were invoked everywhere, there is no doubt that the immaculate Virgin would make the efficacy of her power felt everywhere, as here, from the temporal as well as from the spiritual point of view.

* May God grant you a long life, Your Eminence, so that you may pursue the glorious work you have begun for the moral and material prosperity of the American people.

Live long, My Lords, so that the reign of Jesus Christ may penetrate those deep masses in which your fatherly voices have been able to awaken sympathetic echoes. Our good wishes and our prayers follow you, so that the two worlds may unite their voices to hail in Jesus Christ the true Liberator, in Our Lady of the Factory the Protectress of labour, and in the Bishops the true Fathers of the people.

His Eminence Cardinal Gibbons, addressing the men, spoke to them of the honour of labour and of the mission of the Christian worker.

His Eminence Cardinal Langénieux closed the meeting with charming words, such as his heart always knows how to find.

The august Visitors then moved to the assembly hall, where the members of the twenty-seven men's Councils were gathered.

Each Council came forward in turn and described in a few words the institution it governs, and thus the spectators had a complete picture of the corporative organisation of Val-des-Bois.

After a visit to the meeting rooms and to the mill at work, Their Eminences and their suite set off again on the road to Reims.

V. STATUTES & INTERNAL REGULATIONS

STATUTES

TITLE I CREATION — AIM

ARTICLE 1 CREATION

A professional union is created in the mill of Val-des-Bois, between the employers and their families on the one hand, and the workers and their families on the other, under the name of *Christian Corporation of Val-des-Bois*. (The family means: the father, the mother and the children.)

ARTICLE 2 AIM — DURATION

The Union or Corporation, constituted under the law of 21 March 1884, has as its aim to ensure union between the employers and the workers, whose efforts contribute, in various forms and by different means, to the industrial operation of the mill.

Its duration is unlimited.

ARTICLE 3 INSTITUTIONS

The Corporation will strive to create all the institutions tending to the moral, intellectual and professional development of its members, as well as to the improvement of their material situation, in particular:

A. — Fundamental Associations for the various members of the family, with their organisation and their meeting places.

B. — Various institutions, namely:

1st *Division.* — Mutual Aid Society, funeral fund, accident insurance, health service, baths and wash-houses, healthiness and adequacy of housing;

2nd *Division.* — Approved suppliers; schools, absences, examination on leaving the infant school to enter the school, and on leaving the school to enter the workshop; school competitions, libraries;

3rd *Division.* — Economical bakery, company store;

4th *Division.* — Direct purchases, exhibitions of clothing; hostel for workers without family;

5th *Division.* — Consumer Society;

6th *Division.* — Savings bank, provident and pension funds, life insurance; legal advice for all the circumstances of civil life; care of widows and orphans.

C. — Fire Brigade; choral, instrumental, gymnastic and rifle societies.

D. — Hygiene and sanitary measures in the workshops; precautions against accidents; training of apprentices and development of vocational training; competitions for apprentices and young workers; protection of apprentices and newcomers; examination of the observations gathered among the workers on the kind and length of work, on the equipment, on disciplinary measures; study with a view to an organisation of work that brings about justice and peace; measures to be taken in case of unemployment.

ARTICLE 4

INTERNAL REGULATIONS

The Regulations of the Fundamental Associations and the institutions established by the Union or Corporation constitute the Internal Regulations, to which all members are bound to adhere. These Regulations, after being studied by the Union or Corporative Council, are submitted to the General Assembly of the Corporation and, as far as possible, posted up in the meeting rooms.

ARTICLE 5

The Association, finding in the religious and moral habits of its members the surest guarantees of attaining the aim it sets itself, makes them a condition of admission. The Corporation is therefore Christian in spirit; it places itself under the guardianship of the Archbishop of the diocese, who is represented to it by a priest charged with exercising the spiritual functions of chaplain. It celebrates religiously the feasts of its holy Patrons, and every year has a service said for its deceased Brothers.

TITLE II

COMPOSITION OF THE UNION OR CORPORATION, REGISTERED OFFICE

ARTICLE 6

COMPOSITION OF THE UNION

The Union or Corporation consists of: 1. the employers of the mill and their families, the directors and senior clerks and their families; 2. the workers and foremen or clerks of the mill accepted by the Corporative Council and agreeing to observe the regulations indicated in article 4. Every family one of whose members is admitted belongs to the Corporation and enjoys its advantages.

ARTICLE 7

EXCLUSION

Every member of the Corporation is free to withdraw whenever he wishes, but on paying the subscription for the current year.

Anyone who leaves the mill for any reason whatever ceases to belong to the Union or Corporation.

The cases of exclusion are:

A. — Three successive absences from the General Assemblies, under the terms of article 18;

B. — Notorious misconduct or irreligion;

C. — Any judicial conviction whatever;

D. — Serious and habitual infringement of the Statutes of the Corporation or of the Internal Regulations.

Exclusion is pronounced by the Corporative Council, by an absolute majority of the members present.

ARTICLE 8

Anyone who ceases to belong to the Union or Corporation, whether excluded or having withdrawn voluntarily, forfeits all his rights to the Corporative Patrimony and to the institutions established by the Corporation, subject to the reservation stipulated in articles 21 and 22.

ARTICLE 9

CORPORATIVE PASSBOOK

A corporative passbook is given to the head of the family one or more of whose members belong to the Corporation. This passbook, marked with his name and his serial number, containing the present Statutes and an extract from the most important internal regulations, remains the exclusive property of the Society and must be returned to it in case of departure or exclusion.

This passbook, signed with the name of the holder and that of the Secretary, serves as a diploma. To remain valid, it must bear each year the renewal of the Secretary's signature.

ARTICLE 10

The seat of the Corporation is established in the building called the Circle building, situated in the courtyard of the mill. The archives are kept in the council room.

TITLE III

ADMINISTRATION

ARTICLE 11

The Corporation, with all the institutions deriving from it, is administered by a Corporative Council.

ARTICLE 12

CORPORATIVE COUNCIL

The Corporative Council is formed of twelve to twenty-four members, and consists:

A. — For one half, of the employers' group, formed of the employers and the helpers chosen by them. If one or more of its members leave, the group is completed by the employer.

B. — For the other half, of the workers' group, formed of the staff of the mill: workers, foremen and clerks. The Councillors of this group are elected by the General Assembly, by a relative majority of votes.

The mandate of councillor is of unlimited duration. Further elections are held only to replace Councillors of the workers' group who have resigned or left the Society. These by-elections take place in General Assembly, by a relative majority of votes, from a list presented by the Corporative Council and containing twice as many names as the number of Councillors to be elected.

ARTICLE 13

OFFICERS

The officers of the Corporative Council consist of:

A. — The President, who is always an employer;

B. — Two Vice-Presidents;

C. — A Secretary and a Vice-Secretary;

D. — A Treasurer and an Assistant Treasurer.

These last six, elected every two years by the Union or Corporative Council, must be chosen half from the employers' group and half from the workers' group.

ARTICLE 14

FUNCTIONS OF THE OFFICERS

The officers meet before each session to set the agenda. They receive the requests or questions presented by any Councillor or any Member of the Corporation, so as to encourage personal initiative as much as possible, and decide on the questions that will be submitted to the Corporative Council.

The President supervises and ensures the observance of the statutes and customs of the Corporation. He presides over the General Assemblies and the particular assemblies, signs all minutes, deeds, orders or resolutions, and represents the Corporation in all its official relations. He is charged with taking legal action in the name of the Corporation. In the deliberations of the Council, he has the casting vote in the event of a tie.

The Vice-Presidents deputise for the President, who may delegate all his powers to them.

The Secretaries are charged with drawing up the minutes, registering the members, the correspondence and the archives.

The Treasurer, assisted by the Assistant Treasurer, collects the contributions and subscriptions and manages the Corporative Patrimony under the supervision of the Union Council.

Purchases of real estate, contracts with third parties, investments of funds and loans shall validly bind the Society only by the signatures of three of the officers: that of the President or of a Vice-President, and those of a Secretary and of a Treasurer, on the express condition that one of the signatories belongs to the employers' group and another to the workers' group.

ARTICLE 15
RESPONSIBILITY

All the members of the Council are jointly responsible for the funds of the Society and for faults committed in its management. They must show, at the General Assemblies, that the expenditure made by the Society on movable and immovable property does not exceed the amount of the contributions and gifts made by the employers, so that, in case of dissolution of the Corporation, the said movable and immovable property may revert by right to the employers, in accordance with article 25.

As long as the Corporation exists, this movable and immovable property nonetheless remains common property, with full freedom of alienation and transformation. This freedom ceases only at the moment when liquidation is requested under the terms of article 25. It is well understood that the upkeep of the furniture and buildings remains the responsibility of the Corporation.

The Treasurers must have their receipts and expenditure signed every quarter (31 March, 30 June, 30 September, 31 December) by all the officers. Every six months (on 31 March and 30 September) they will draw up a detailed statement, which they will have signed at the meeting of the following month by the members of the Council present.

ARTICLE 16
POWERS OF THE SYNDICS OR COUNCILLORS

The principal powers of the Syndics or Councillors are:

1. The admission and exclusion of the members of the Corporation;
2. The organisation and general supervision of the various institutions established for the benefit of the members of the Corporation. To achieve this, the Council appoints two of its members, a Syndic of the employers' group and a Syndic of the workers' group, to sit on the governing Council of each institution, and it chooses, from among

the members of the Corporation, the administrators of the said institution. The names of the members of these various Councils are posted up in the meeting rooms;

3. The adoption of all measures concerning the observance of all the statutes and customs of the Corporation;

4. The practical study of all questions relating to the end pursued by the Corporation;

5. The voting and supervision of receipts and expenditure.

The subscription may be neither fixed nor changed without the approval of the General Assembly, after a vote by the Council.

ARTICLE 17

SESSIONS

The Council meets regularly every month, more often if the officers request it. It may deal only with the questions on the agenda. Each important new measure is studied by a commission appointed by the Council and composed of four syndics, two from each group. At the following session, on the oral or written report of the commission, the Council gives its final decision.

The Chaplain is summoned to the sessions as of right.

ARTICLE 18

GENERAL ASSEMBLIES

The members of the Corporation are convened every six months, around Easter and All Saints' Day, to General Assemblies announced by posters at the seat of the Corporation at least ten days in advance.

The session will begin with the roll call. Those unable to be present must inform, or have someone inform, a member of the Council before the session, failing which they will be marked absent. Anyone with three successive absences from the half-yearly Assemblies may for that reason be excluded from the Society by the Union or Corporative Council. Other General Assemblies may be held, without penalty for absences. The agenda of the General Assemblies is as follows: working of the Corporation and of the institutions; —

state of the Fundamental Associations; — changes in staff; — presentation of the officers when appropriate; — financial situation; — studies and measures adopted by the Council; — miscellaneous proposals.

For the deliberations of the General Assemblies to be valid, at least a quarter of the members must be present.

TITLE IV

RESOURCES, — CORPORATIVE BONUS CORPORATIVE PATRIMONY

ARTICLE 19

RECEIPTS

The resources of the Corporation consist of:

- A.* — The payments of the members;
- B.* — The subsidies of the mill;
- C.* — The profits made by the economic institutions;
- D.* — Disciplinary fines.

ARTICLE 20

USE

The receipts of the Corporation are allocated by the Council as follows:

- A.* — To the payment of overheads, upkeep of furniture and buildings, rent and all expenses required by the Corporation, whether for the meeting rooms or for the institutions founded;
- B.* — To the various provident funds or other institutions, according to the decision taken each year by the Corporative Council;
- C.* — To the Corporative Bonus;
- D.* — To the Corporative Patrimony.

ARTICLE 21

CORPORATIVE BONUS

The Corporative Bonus consists of a sum proportional to the purchases made through the economic institutions, which falls to each of the members' families. This sum, fixed every half-year by the Council, is entered by the Treasurer in the corporative passbook and paid into the Fund of the Corporation. It may be handed over to the family only in the three following cases:

A. — To the head of the family when he has reached the age of fifty;

B. — To the widow, in case of the death of the head of the family;

C. — In case of serious infirmity of the one who feeds the family with his wages.

However, the Corporative Council reserves the right, after consulting the General Assembly, to change the use of the Corporative Bonus for all the members of the Corporation, and to pay it every half-year to the account of the person entitled, either into the State Pension Fund or to a life insurance company.

ARTICLE 22

In case of a member's departure from the mill, exclusion or withdrawal, his Corporative Bonus held in the funds of the Corporation is paid for his benefit into the State Pension Fund, with capital reserved.

ARTICLE 23

The Corporative Bonus, being a pure gift of the Corporation to the families of its members, is non-transferable and inalienable, and can be neither sold nor bought.

ARTICLE 24

CORPORATIVE PATRIMONY

The Corporative Patrimony is a common, inalienable property, accumulated to ensure the perpetuity and the independence of the Corporation. It is used to achieve this aim in the way judged best by the Union or Corporative Council.

ARTICLE 25

LIQUIDATION

Liquidation may be decided only if one of the two groups making up the Union or Corporative Council requests it unanimously and in writing, or else if two thirds of the Syndics of each of the two groups sign the same request. In either case, the General Assembly is immediately convened and appoints two commissioners to follow and supervise the liquidation.

The furniture and the building revert by right to the employers, under the terms of article 15. In return, the employers give up their rights to the rest of the assets. These assets are placed in their entirety in the State Pension Fund, in as many shares as there are families belonging to the Corporation on the day of the request for dissolution.

ARTICLE 26

FEAST OF THE HOLY PATRONS

The patron saints of the Union or Corporation are:

Our Lady of the Factory, whose feast is celebrated on 8 September or on the Sunday following that date;

And St Joseph, whose feast is celebrated on the third Sunday after Easter.

In addition, every year on 2 August, the feast of Our Lady of the Angels, the Corporation celebrates the anniversary of its foundation.

2 August 1885.



INTERNAL REGULATIONS

*under the terms
of article 4 of the Statutes filed on 2 August 1885*

TITLE I

FUNDAMENTAL ASSOCIATIONS

ARTICLE 1

If the Corporations freed the world of labour and gave tradespeople mutual aid and a true fraternity unknown in our time, it is because they were based on the Confraternity or religious Association. Indeed, a fair distribution of interests can be ensured only by the Christian spirit, which makes men avoid injustice and teaches charity, that is to say devotedness to others.

That is why our Corporation is based on the religious Associations, designated in article 3 of the Statutes under the name of Fundamental Associations, without thereby ceasing to have as its sole object the study and defence of economic, industrial and commercial interests.

ARTICLE 2

The Fundamental Associations are:

A. — Association of men over 17 years of age, under the patronage of St Joseph. Council meeting on Tuesday at 7 in the evening;

B. — Association of young men, from First Communion up to the age of 17. Council meeting on Monday at 7 in the evening;

C. — Association of St Aloysius Gonzaga for boys before First Communion. Council meeting on Thursday at 11 in the morning;

D. — Association of St Anne, for mothers of families. Council meeting on the first and third Tuesdays of the month at half past two in the afternoon;

E. — Association of the Children of Mary, from the age of 15 until marriage. Council meeting on Thursday at 7 in the evening, and on the last Sunday of each month;

F. — Association of the Holy Angels, from First Communion up to the age of 15. Council meeting on Tuesday at 7 in the evening, and on the second Sunday of the month;

G. — Association of St Philomena, before First Communion. Council meeting on Thursday at 11 in the morning.

The members of these various Associations, all belonging to the professional or union Association constituted at Val-des-Bois on 2 August 1885, enjoy the right of assembly, under the terms of the law of 21 March 1884.

ARTICLE 3

GOVERNMENT OF THE ASSOCIATIONS

A. — Steering Committee, including among its members a representative of each Association, and meeting on Friday, at half past one in the afternoon.

B. — Internal Council, elected in each Association for an unlimited term.

The regulations specific to each Association are posted up in their meeting rooms.

ARTICLE 4

DIGNITARIES

Dignitaries appointed by the Corporative Council are responsible for organising feasts, outings, games and entertainments.

They meet at 7 in the evening, on the Wednesday before the fortnightly pay day.

TITLE II
INSTITUTIONS

ARTICLE 5

1ST *DIVISION*: MUTUAL AID SOCIETY

The Society provides, in return for a contribution detailed in its regulations:

- A.* — The doctor's care and medicines for sick members;
- B.* — An allowance for the duration of the illness to those who work in the mill, except for married women;
- C.* — Insurance against accidents;
- D.* — Christian funerals and all the expenses they require;
- E.* — The free supply of school books and materials to the children of members.

The commissioners are appointed by the members and presided over by a member of the Union or Corporative Council. They meet on the Wednesday before the fortnightly pay day, at 7 in the evening. They are concerned with the baths, the wash-houses, and the healthiness and adequacy of housing.

Under the terms of article 2 of the statutes of this Society, members who leave forfeit all their rights.

ARTICLE 6

2ND *DIVISION*: SECTION OF APPROVED SUPPLIERS AND OF THE SCHOOLS

Agreements made with various tradesmen guarantee to the members of the Corporation the lowest prices, plus a discount in return for payment in cash or for the guarantee given by the Council on behalf of the debtor.

By payment in cash is to be understood purchases settled within the month at the latest.

The approved suppliers may not change the prices of their goods without informing the Economic Council at least a week in advance. The prices of goods are posted up in the various meeting rooms and

at the counter where the vouchers are sold. This same notice indicates the goods for which vouchers are required.

This section is governed by commissioners chosen by the Corporative Council. They meet on the Wednesday after the fortnightly pay day.

They attend the examinations of the children passing from the infant school to the school, and from the school to the mill. They are in charge of the school competitions. A prize is awarded to children who obtain the primary school certificate, provided they have attended our classes for at least two years.

ARTICLE 7

2ND DIVISION: SECTION OF GOOD READING

This section, governed by commissioners appointed by the Corporative Council, looks after the library, the periodicals and the newspapers.

The members hold general meetings on the second Sunday of February, April, June, August, October and December.

A lottery is drawn, in accordance with the special Regulations of the section, and the last number drawn wins a 3 per cent State bond.

The commissioners meet on the Monday before each of the general meetings, at 7 in the evening.

ARTICLE 8

3RD AND 4TH DIVISIONS: JOINT-STOCK COMPANY WITH VARIABLE CAPITAL

This company, constituted on 6 October 1879, is managed by a Board of Directors appointed in accordance with the statutes. Every shareholder who leaves or is excluded forfeits his rights and is obliged to transfer his shares at the issue price to another shareholder or to the Board.

The company is responsible for advances to the workers, arising either from purchases made in its shops or from loans authorised by its Board. Its operations are divided into two sections:

A. — The 3rd division comprises the bakery and the company store (foodstuffs), which are handled solely by the Board of Directors, meeting on the first Thursday of the month at 7 in the evening.

B. — The 4th division, the direct purchases section, deals with the exhibitions of clothing and the purchases of coal, potatoes and other goods; it takes charge of advances. The commissioners of this section are chosen by the Union or Corporative Council, in agreement with the Board of Directors. They meet every Friday, at 7 in the evening.

Each of these two sections has a manager appointed by the Board of Directors.

ARTICLE 9

HOSTEL FOR WORKERS WITHOUT FAMILY

This section is governed by five commissioners appointed by the Union Council, two of whom are chosen from among the boarders. Meeting on the first Thursday of each month, at 7 in the evening.

ARTICLE 10

5TH DIVISION: CONSUMER SOCIETY

(Wines, beer, syrups, liqueurs, etc.)

The commissioners of this division are chosen by the Corporative Council and meet on the Saturday after the fortnightly pay day.

ARTICLE 11

6TH DIVISION: PROVIDENT INSTITUTIONS

The Council of this division is made up of the two treasurers of the Corporation and of commissioners chosen by the Union Council. It meets on the second Thursday of each month and deals with the following institutions: corporative fund and Corporative Bonus; savings banks, provident and pension funds; investments; life insurance; vocational training; scholarship at the School of Arts and Trades; formalities for marriages and legal advice; care of widows and orphans.

ARTICLE 12

CORPORATIVE FUND

For its working, see article 20 of the Statutes of the Corporation.

ARTICLE 13

CORPORATIVE BONUS

For its use, see articles 21, 22 and 23 of the Statutes of the Corporation.

ARTICLE 14

SAVINGS BANKS

A. — Deposits are received on Thursday of each week, at the office, and on Sunday, in the meeting rooms of the Associations;

B. — Interest is paid at 5 per cent a year, and made up on 30 June and 31 December of each year. However, to make the accounts easier, interest is calculated at 0.40 fr. per month per 100 francs for periods of less than six months;

C. — Fractions of months and of francs earn no interest. Each month is counted as one twelfth of the year. Interest on sums deposited runs from the first day of the month following the deposit, and ceases from the first of the month preceding the request for withdrawal;

D. — Repayments are made only a week after the request and, for minors, with the authorisation of their parents;

E. — On the day a depositor leaves the mill or withdraws from the Fundamental Association to which he belonged, his account is closed, and the sums he has deposited cease to earn interest higher than that of the State savings banks.

ARTICLE 15

PROVIDENT AND PENSION FUND

A fund is formed by the employers to help workers who have more than twenty-five years of service at the mill.

It is managed by a member of the employers' group, with the assistance of the commissioners of the 6th division, according to special regulations, but without the workers ever being able to claim any right to funds that will always keep their character of voluntary generosity.

ARTICLE 16

INVESTMENTS — LIFE INSURANCE

An agent, designated by the commissioners of the 6th division, is at the disposal of the members of the Corporation to give them all information, all documents and, if need be, every assistance, whether for investing their savings or for taking out life insurance at reduced premiums.

ARTICLE 17

VOCATIONAL TRAINING

Free courses in bookkeeping, technical drawing and mechanics are given as soon as there are at least three pupils who undertake to follow a course.

ARTICLE 18

SCHOLARSHIP AT THE CATHOLIC SCHOOL OF ARTS AND TRADES OF LILLE

As soon as this school is founded, a scholarship will be given for the duration of the courses, that is for three years, to a child of the Corporation who has passed the examinations.

ARTICLE 19

FORMALITIES RELATING TO MARRIAGES, ADVICE ON ALL QUESTIONS CONCERNING CIVIL LIFE, LAWSUITS, INHERITANCES, SALES, ETC.

A member of the Council of the 6th division is at the disposal of the members of the Corporation to obtain the documents needed for marriage, and to guide and help families in the steps and formalities to be carried out in the case of deaths, inheritance duties, divisions of estates, settlements, placing of children, etc. He offers his advice and his good offices for all legal and contentious questions.

ARTICLE 20

CARE OF WIDOWS AND ORPHANS

A special section, chosen from among the commissioners of the 6th division, is charged with coming to the help of widows and orphans whose families belong to the Corporation.

ARTICLE 21

ECONOMIC COUNCIL

The members of the various Councils that deal with the institutions (according to articles 5 to 20 of the present Regulations) make up the Economic Council, which meets at seven in the evening with the Corporative Council, on the second Tuesday of February, April, June, August, October and December.

At these sessions, each of the secretaries reports on the progress of his division and, if appropriate, the creation of new institutions is discussed.

ARTICLE 22

COMPLAINTS.

Complaints must be made to one of the members of the Economic Councils, and especially to the secretary of the division in charge of the institution about which one has to complain. The names of the members of each division are posted up in the meeting rooms.

TITLE III
SOCIETIES

ARTICLE 23

The Societies designated in article 3 of the Statutes, § C, form an integral part of the Corporation. Nevertheless, each of them, apart from the resources provided by the Corporation, has its own budget, supplied by special resources (subscriptions of active and honorary members, proceeds of feasts or concerts, etc.); each is administered by a separate Council, under the supervision and responsibility of the Corporation. Members who leave or are excluded forfeit all their rights in the assets of the said Societies.

ARTICLE 24
SEPARATE COUNCILS

The separate Council of each Society comprises two kinds of members:

A. — The ex officio members, who are: the President of the Corporation or his representative, a Director chosen by the officers of the Union or Corporative Council, and a member of that same Council;

B. — Councillors elected by the members, for an unlimited term.

All of them have a deliberative vote. The President of the Corporation or his representative is ex officio President of the Council. Each Council chooses its Secretary and its Treasurer either from within the Council or from among the members.

The Councils meet as follows:

Fire Brigade: on the first Sunday of the month, after Mass;

Choral Society: on the second and fourth Mondays of the month, at 7 in the evening;

Instrumental Society: on the first and third Mondays of the month, at 7 in the evening;

Gymnastic Society: on the Wednesday after the fortnightly pay day, at 7 in the evening;

Rifle Club: on the second Sunday of the month, after Mass.

ARTICLE 25

OUTINGS

The President of the Corporation or his representative alone may authorise the excursions or outings of a Society, in so far as they commit neither its special budget nor the general resources of the Corporation. If these excursions involve any expense whatever, the authorisation of the President or of his representative must be confirmed by a decision of the separate Council.

ARTICLE 26

FEASTS

All the Societies must take part in the feasts of the Corporation, in uniform or otherwise, according to the invitation made to them by the Corporative Council.

ARTICLE 27

DISSOLUTION

In case of the dissolution of a Society, its entire assets and its equipment revert by right to the Corporation. The items making up these assets are gathered by the Treasurer of the Corporation and deposited at the registered office.

TITLE IV

PROFESSIONAL COUNCIL

ARTICLE 28

The members of the Professional Council, whose functions are detailed in article 3 of the Statutes, § D, are chosen by the Union or Corporative Council from among the members of the Corporation.

They meet on the Friday after pay day, at 7 in the evening.

To carry out each of its functions, the Professional Council appoints delegates whose names are posted up in the meeting rooms, so that the workers may easily set out their wishes and their complaints to the proper person.

TITLE V
ASSOCIATIONS OF PIETY

ARTICLE 29

The members of the Corporation may belong to the following Associations of piety, at their request and after acceptance by the Council of the Association:

Conference of St Vincent de Paul, for visiting the poor. Meetings on Sunday after High Mass.

Association of the Holy Rosary. Meetings on the first Sunday of the month, after Vespers; council on the preceding Thursday, at 7 in the evening.

Confraternity of the Blessed Sacrament. Council on the Friday before the first Sunday of the month; general meeting on the first Sunday.

Third Order of St Francis of Assisi:

Men's Fraternity. Meeting on the first Friday of the month, at a quarter past eight in the morning.

Women's Fraternity. Meeting on the first Friday of the month, at a quarter past two in the afternoon.

These Regulations were adopted at the General Assembly of Sunday 11 October 1885, and a copy was given to each Head of family.

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