

(1.) CANTERBURY BOOTMAKERS.

Before the Board of Conciliation, in the Canterbury District, Christchurch.—In the matter of “The Industrial Conciliation and Arbitration Act, 1894,” and in the matter of a dispute between the New Zealand Federated Boot-trade Industrial Association of Workmen, an industrial union incorporated under the said Act on the 16th day of July, 1895, and the New Zealand Boot-manufacturers’ Association Industrial Union of Employers, being an association of employers incorporated under the said Act on the 17th day of April, 1895, and the reference thereof to the Board of Conciliation under the said Act.

The Board of Conciliation for the Canterbury District, having taken into consideration all matters arising out of the above dispute, and having taken evidence and heard argument, do hereby recommend as follows:—

That the word “skilled” be left out of memorandum, but only on condition that the following recommendations be adopted:—

General Rules.

1 and 2. That employers have freedom of employment as provided for in clauses 1 and 2.

3. These rules and conditions shall apply to the clicking, benching, and finishing departments.

4. Subsection (b) to stand subject to proviso that, in the slack seasons, weekly hands and pieceworkers employed on the same class of work shall start and cease working at the same hour; subsection (c) to stand, leaving out the words "in the skilled labour departments"; subsection (d) to stand.

5. Agreed to by the parties.

6. The general board shall from time to time fix the minimum rate of weekly wages in the clicking, benching, and finishing departments for forty-eight hours' work, according to the amount of skill required for such work. Short-time worked to be deducted at the same rate as paid.

7. Difference to be settled by the parties being question of wages.

8. To stand with the following addition: "All work in connection with the clicking, benching, and finishing departments shall be done in the workshops."

9. (a.) The principle of the adjustment of wages by mutual agreement shall apply to all work in connection with clicking, benching, or finishing, whether such work is performed by hand or machine; and the minimum wage to be paid for any process or operation, whether performed by hand or machine, shall be on the basis of the skill required for such process or operation. (b.) No restriction shall be placed upon the output of any machine or with the method of working such machine. (c.) Any operation or process which shall, in the opinion of the Board, be deemed to be entitled to have the full minimum wages paid for it shall be considered as requiring the full period of five years to qualify for such work, and no person can claim (by these rules) the full minimum until he has had five years' experience in connection with machines in the department. For the purpose of fixing a fair minimum wage for the work in connection with machinery, as per subsection (a), a reasonable time shall be allowed to each manufacturer to ascertain the value of the work to be performed.

Adjustment of Wages: Leave out the words "skilled labour," and substitute "clicking, benching, and finishing."

Constitution of General Board: (a.) To stand with the addition that "either party may give one month's notice of its intention to be represented at a meeting by ten representatives in lieu of six." Balance of clauses agreed to.

Add clause (g.): "A shop rule shall be established providing that all workmen shall contribute to the actual cost of carrying out the provisions of these conditions and rules as far as the workmen are concerned, and this shall be a condition of employment, whether for union or non-union men."

Powers of General Board: To stand as they are.

Constitution of Private Arbitration Board: To stand as they are.

Constitution of Local Boards: Clause to stand, with the exception that either side may appoint nominees. In the case of the

employers, they may nominate members of the association, or managers for those members; and in the case of the workmen, they may nominate any man who is working for the associated employers. All the rest agreed to down to clause (h). Here insert additions agreed to: Addition to section (h): In constitution of local boards, in fourth line, after the word "shall," add the word "immediately"; also add at end of section: "The price fixed for the new class of work by the local board shall take effect as from the date on which a written notice was received from the workman or his representatives by the employer."

Clauses (a) and (b) passed.

Powers of local boards: Passed as printed.

Conditions of Labour.

Classification of Departments: Clicking; benching (means rivet, machine-sewn, or pegged work); finishing; machinery in connection with any of the above.

Minimum Weekly Wage: To remain, with the addition of the words, after 40s., "in machinery department to be subject to conditions in clause 9 of general rules."

Employment of Apprentices.

Clauses 1 and 2 agreed to.

Clause 3 to be left as printed, subject to the provisions of the Masters and Apprentices Act now before Parliament.

Clause 4 to read: "Fraction of first three"; "fraction of first five"; "fraction of first four"; and "fraction of first four."

Clause 5.—See agreement signed by Mr. Bridger and Mr. Arnold. Clause 5 to read: "For the purpose of determining the proportion of apprentices to journeymen, a given number of men must have been employed in any shop or factory for six months equal to two-thirds full time."

Clause 6 agreed to as printed.

Clause 7 to be struck out, and in lieu put in: "A list of the apprentices shall from time to time be posted up in each department in which they are employed."

Rest of clauses agreed to.

Dated this 29th day of July, 1896.

H. J. BESWICK, Chairman.

Before the Board of Conciliation, in the Canterbury District, Christchurch.—In the matter of "The Industrial Conciliation and Arbitration Act, 1894"; and in the matter of a dispute between the New Zealand Federated Boot Trade Industrial Association of Workmen, an industrial union incorporated under the said Act on the 16th day of July, 1895, and the New Zealand Boot-manufacturers' Association Industrial Union of Employers, being an association of employers incorporated

under the said Act on the 17th day of April, 1895, and the reference thereof to the Board of Conciliation under the said Act.

The Board of Conciliation for the Canterbury District hereby reports that it has been unable to bring about a settlement of this dispute.

Dated the 17th day of August, 1896.

H. J. BESWICK, Chairman.
