

## (5.) CHRISTCHURCH PAINTERS.

Board of Conciliation, Canterbury District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1894,” and the Acts amending the same; and in the matter of the disputes between the Christchurch Painters’ Union and J. A. Lummis, J. Lee and Sons, B. Button, W. Nicholls, W. Bush and Son, W. Sey, C. Duggan, George Allen, G. Mazey, England and Martin, D. McMillan, T. H. Davies, James Goss, John Thompson and Sons, Moir and Joughin, J. W. Baker, J. A. Bowbyes, James Allen, A. Simpson, Thomas Gapes and Co., J. Paton, F. Bullen, T. J. Archbold, Cockrane and Collins, all of Christchurch, master painters.

The Board of Conciliation for the Canterbury District, having taken into consideration the above disputes, and having heard the contention of the parties on either side, recommend as follows:—

That the conditions of employment between employers and their workmen be—

1. *Hours of Employment.*—The recognised hours of work shall be from 8 a.m. to 5 p.m. on five days of the week and from 8 a.m. to 12 noon on Saturdays. One hour to be allowed each day for dinner (Saturdays excepted) from the 1st September to the 30th April, both inclusive.

2. And from the 1st May to the 31st August one half-hour for dinner; and to leave off work at half-past 4 p.m. Saturdays from 8 a.m. to 12 noon.

3. *Rate of Wages.*—All men of the age of twenty-one years and upwards (except those hereinafter mentioned) working at any branch of the trade for any employer shall be paid not less than 1s. per hour.

4. Young men who have worked at the trade for two years continuously and were not more than nineteen years of age when starting to work at the trade, and also not to exceed the age of twenty-three years, when they finish learning their trade may be

permitted to work a further term of two years with their present employers under legal agreement, and to be kept constantly employed, such improvers satisfactorily to prove their age if required to do so by the union. The aforementioned agreements to absolutely terminate at the end of two years.

5. Subject to condition 8, men who have worked for two and a half years at the trade and are not considered to be capable of earning 8s. per day shall be paid such lesser sum (if any) as a committee of employers and workmen—which the Board suggests should be set up for the purpose of settling union disputes—shall agree upon; and, if they cannot agree, the Conciliation Board, provided that such lesser sum shall not be less than at the rate of 6s. per day.

6. *Overtime*.—All time worked beyond the time mentioned in rule 1, including holidays, shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first four hours, and time and a half afterwards.

7. *Holidays*.—The following are the holidays to be observed: New Year's Day, Good Friday, Easter Monday, Queen's Birthday, Labour Day, Prince of Wales Birthday, Anniversary Day, Christmas Day, and Boxing Day.

8. *Union Men to have Preference*.—Employers shall employ members of the Christchurch Painters' Union or members of any other properly constituted union of painters in preference to non-members, provided that the members of the union are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it. When non-members are employed there shall be no distinction between members and non-members; both shall work together in harmony, and both shall work under the same conditions and receive equal pay for equal work. Employers to give the secretary of the union twenty-four hours' notice of workmen required before taking on non-union men. Any dispute under this rule, if it cannot be settled by the committee above referred to, shall be decided by the Board of Conciliation.

9. *Funds*.—Employers shall not place any obstacle in the way of the representatives of the union collecting or endeavouring to collect moneys due to the union from its members, provided the same be done out of working-hours.

10. *Employment of Apprentices*.—All apprentices shall be properly bound for the term of five years, and shall not exceed the age of sixteen years when their apprenticeship begins. Shops to be allowed one apprentice every two years. Provided that all apprentices now serving their apprenticeship under a verbal agreement shall be allowed to continue such apprenticeship, provided that a proper agreement be forthwith entered into for the remainder of the term, and subject also to the approval of this Board.

11. Should an employer, from some unforeseen cause, be unable to carry out his obligation to his apprentice, it shall be lawful for

the apprentice to complete his term with another employer, and such employer, already having his full complement of apprentices, shall not be debarred from taking on such extra apprentice.

12. *Suburban and Country Jobs*.—All men sent out to a country job shall be conveyed or have their travelling expenses paid, and their time paid for going and returning, and an addition of 10 per cent. to their wages when the distance necessitates lodgings.

13. The suburban limit for men walking to their work shall be one mile from the Town Belt nearest the place at which the work is being carried on. Beyond that distance condition 12 to apply.

These conditions to date from this date, and to remain in operation for twelve months.

Dated at Christchurch, this 31st day of May, 1897.

H. J. BESWICK, Chairman.

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Board of Conciliation, Canterbury District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1894,” and the Acts amending the same; and in the matter of the dispute between the Christchurch Painters’ Union, and Thomas Gapes and Company.

The Board of Conciliation for the Canterbury District hereby report that it has been unable to bring about a settlement of the above dispute satisfactory to the parties thereto.

Dated this 11th day of June, 1897.

H. J. BESWICK, Chairman.

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