

(18.) CHRISTCHURCH ENGINEERS.

In the Court of Arbitration of New Zealand, Canterbury District.—
In the matter of “The Industrial Conciliation and Arbitration Act, 1894,” and the Acts amending the same; and in the matter of an industrial dispute between the Amalgamated Society of Engineers, Christchurch Branch (hereinafter called “the union”), and Messrs. Allison and Smail, Messrs. Anderson and Son (Christchurch and Lyttelton), Messrs. Andrews and Beaven, Messrs. Booth, McDonald, and Co., the Canterbury Frozen Meat Company (Limited), Mr. Childs (Port Lyttelton), the Christchurch Drainage Board, the Christchurch Meat-freezing Company (Limited), the Christchurch Tram Company (Limited), Mr. Dally (Port Lyttelton), Messrs. J. and T. Danks, Messrs. P. and D. Duncan, Messrs. H. H. Hepburn and Sons, Messrs. Johnston and Sons, Mr. H. Jowett, the Kaiapoi Woollen Company (Limited), Messrs. Lucas Brothers, Mr. McLaren (St. Asaph Street), Messrs. Morton, Aschman, and Co., Messrs. Nelson Brothers (Limited), Mr. Queeree (Lyttelton), Messrs. Reid and Gray, Messrs. Scott Brothers, Messrs. Tomline and Co., Messrs. Topliss Brothers, and the Crown Ironworks Company (Limited), (hereinafter referred to as “the employers”).

The Court of Arbitration of New Zealand (hereinafter called “the Court”), having taken into consideration the matter of the above-mentioned industrial dispute, and having heard the union by its representatives duly appointed in that behalf, and having also heard such of the employers as desired to be heard, either personally or through their representatives duly appointed in that behalf, and having also heard the witnesses called by the said parties and considered their evidence, doth hereby order and award as follows, that is to say:—

1. *Hours of Work.*—Forty-eight hours shall constitute a week’s work. On every working-day except Saturdays such hours shall commence at 7.45 a.m., and shall continue until noon. Half an hour shall then be allowed for lunch. Work shall be resumed at

12.30 p.m., and shall continue until 5 p.m. On Saturdays work shall commence at 7.45 a.m., and shall continue until noon. Provided that any employer or employers may agree with his or their workmen for any other division of such hours, but in no case shall any workman be required to work longer than eight hours and three-quarters of an hour on any one day.

2. *Rate of Wages.*—The rate of wages to be paid to every workman shall be such as shall from time to time be agreed upon between such workman and his employer or employers.

3. *Overtime: How to be calculated.*—If any workman shall in any week work in the ordinary working-hours less than forty-eight hours, and he shall in such week have had the opportunity of working full ordinary hours, such workman (unless he has been prevented from working the full ordinary hours by sickness) shall, if he shall work overtime during such week, be paid overtime rates only upon the excess of such overtime after deducting therefrom so much as with the work worked by him in the ordinary hours will make up the full ordinary week's work, for which he shall be paid the ordinary week's wages.

4. *Overtime: Repairing Machinery of Employer.*—If any workman shall work overtime exclusively in repairing any machinery or appliances used by his employer or employers in connection with the business in which such workman is employed, he shall be paid for such overtime at the same rate as for his work during ordinary hours.

5. *Overtime in Manufacture of Agricultural Machinery.*—If any workman employed in any factory in which the whole or principal part of the business is the manufacture of agricultural machinery or implements shall work overtime exclusively in the manufacture of machinery or implements which are sold by his employer or employers at catalogue prices, and for which no larger price is to be paid to such employer or employers, such workman shall be paid for such overtime at the same rate as for his work during ordinary hours.

6. *Overtime on Sundays, &c.*—Notwithstanding the foregoing provisions, all overtime worked upon Sundays, Christmas Day, and Good Friday shall be paid for at double the ordinary rates.

7. *Overtime in other Cases.*—Subject to the foregoing provisions, all overtime worked out of the ordinary hours of work, and also all time worked upon New Year's Day, Easter Monday, the birthdays of the reigning Sovereign and Heir Apparent, Labour Day, Anniversary Day, and Boxing Day, shall be paid for at the ordinary rates, with 50 per cent. of the ordinary rates added thereto.

8. *Night-shifts.*—Workmen working night-shifts shall be paid, in addition to their ordinary wages, the sum of 2s. for every such night. Three consecutive night-shifts must be worked, otherwise overtime rates must be paid. Only one shift of the ordinary hours can be recognised as a day-shift in each twenty-four hours.

9. *Time Travelling to and from Out-work.*—All time occupied by any workman in going to or returning from outside work shall

be paid for at the ordinary rate of wages of such workman, irrespective of distance.

10. *Travelling and other Expenses in connection with Out-work.*—All travelling and other expenses incurred necessarily by any workman in travelling to and from out-work shall be paid by the employer or employers of such workman. When such workman shall be unable to return to his home on the same night, suitable board and residence for such workman shall be provided or paid for by such employer or employers.

11. *Dirt-money.*—On all marine repair-work 1s. per day dirt-money shall be paid to each workman employed therein.

12. *Apprentices.*—There shall not be any restriction upon the number of apprentices who may be taken or employed by any employer or employers in his or their business.

13. *No Discrimination in Employment.*—Employers in employing workmen shall not discriminate against unionists, and shall not, in the employment or dismissal of workmen, do anything with a view directly or indirectly to injure the union or any person by reason of his being a member or officer thereof.

14. *Unionists and Non-unionists to work in Harmony.*—Unionists and non-unionists shall work together in harmony and under the same conditions, and shall receive equal pay for equal work.

15. *Interpretation of the Word "Workman."*—Throughout this award the words "workman" or "workmen" shall include journeymen fitters, turners, brass-finishers, coppersmiths, millwrights, milling-machine men, blacksmiths, patternmakers, borers, planers, slotters, and other machine-men, and shall not include any other class of workmen employed by the employers or any of them.

16. *Marginal Notes.*—The marginal notes hereto shall not be deemed to be part of and shall not in any way affect the construction of this award.

17. *Persons bound by this Award.*—Subject to the foregoing provisions, this award shall be binding upon the union and upon every member thereof, and upon the following employers, namely: Messrs. Allison and Smail, Messrs. Anderson and Son (Christchurch and Lyttelton), Messrs. Andrews and Beaven, Messrs. Booth, McDonald, and Co., Mr. Childs (Port Lyttelton), Mr. Dalley (Port Lyttelton), Messrs. J. and T. Danks, Messrs. P. and D. Duncan, Messrs. H. Hepburn and Sons, Messrs. Johnston and Sons, Mr. N. Jowett, Messrs. Lucas Brothers, Mr. McLaren (St. Asaph Street), Messrs. Morton, Aschmann, and Co., Mr. Queeree (Lyttelton), Messrs. Reid and Gray (Christchurch), Messrs. Scott Brothers, Messrs. Tomline and Co., Messrs. Topliss Brothers, and the Crown Ironworks Company (Limited).

18. *Persons bound by the Award to a Limited Extent.*—Subject to the foregoing provisions, this award shall also be binding upon the following employers in so far only as such employers shall employ workmen at daily wages to do and perform work which is ordinarily done in engineering shops, namely: The Canterbury Frozen Meat

Company (Limited), the Christchurch Drainage Board, the Christchurch Meat-freezing Company (Limited), the Christchurch Tram Company (Limited), the Kaiapoi Woollen Company (Limited), and Messrs. Nelson Brothers (Limited).

19. *Extent of Limitation.*—This award shall not be binding upon the employers mentioned in the last paragraph except in so far as is therein mentioned, and in particular shall not bind such employers in so far as relates to the engagement and payment of workmen, otherwise than on daily wages, for the purpose of working, tending, using, or repairing machinery used by such employers in their respective businesses, or in the discharge of their respective duties.

20. *Period of Award.*—The period during which the provisions of this award may be enforced shall be the period of two years from the 1st day of May, 1898.

21. *Award to be filed in the Supreme Court.*—And the Court doth lastly order and direct that a duplicate of this award shall be filed in the office of the Supreme Court of New Zealand, at the City of Christchurch.

In witness whereof the President of the Court hath hereunto set his hand, and the seal of the Court hath been hereunto affixed, this 14th day of July, in the year 1898.

(L.S.)

W. B. EDWARDS, J., President.
