

## (11.) CHRISTCHURCH ENGINEERS.

Board of Conciliation.—In the matter of “The Industrial Conciliation and Arbitration Act, 1894,” and the Acts amending the same; and in the matter of a dispute between the Amalgamated Society of Engineers, Christchurch Branch, and Messrs. Anderson, Messrs. Anderson, Messrs. Andrews and Beaven, Messrs. Booth, Macdonald, and Co., Christchurch Tramway Company, Messrs. J. and T. Danks, Messrs. P. and D. Duncan, Messrs. H. Hepburn and Sons, Messrs. Scott Brothers, Messrs. Tomline and Co., Messrs. Topliss Brothers, Messrs. Troupe and Co., Messrs. Johnston and Sons, Messrs. Reid and Gray, Mr. Queere, Messrs. Morton, Aschmann and Co., Mr. McLaren, Messrs. Lucas Brothers, Mr. N. Jowett, Mr. Dally, Mr. Childs, Messrs. Allison and Smail.

The Board of Conciliation for the Canterbury District, having heard evidence and having taken this matter into consideration, recommend that the conditions of labour to be observed in the engineering trade in Christchurch be as follows:—

1. *Hours of Labour.*—Forty-eight hours shall constitute a week's work. The daily division of the time to be a matter of mutual arrangement between the employer and his workmen, and if they cannot agree the matter shall be referred for decision to the Chairman of the Board of Conciliation. In no case shall an ordinary day exceed eight hours and three quarters.

2. *Rates of Wages.*—The minimum rate of wages for journeymen fitters, turners, brass finishers, coppersmiths, millwrights, mill-

ing-machine men, and blacksmiths, shall be 10s. per day of eight hours; pattern-makers, 11s. per day of eight hours; for planers, borers, slotters, and other machine-men, 9s. per day of eight hours. A young journeyman having served his apprenticeship shall be allowed (if necessary) to work for 1s. per day less than the above rates until attaining the age of twenty-three years in the shop in which he has served his time. He shall then, at the age of twenty-three years, receive a journeyman's minimum wage. But, in the event of his failing to obtain employment in such shop, he shall be at liberty to obtain work elsewhere at such reduced wage. Men who are unable to earn the minimum wage shall be paid such lesser sum (if any) as shall be fixed by a committee, consisting of three persons nominated by the employers and three persons nominated by the union, and, if they cannot agree, by the Chairman of the Board of Conciliation.

3. *Rate of Overtime.*—Overtime shall be paid at the rate of time and a quarter for the first two hours beyond the recognised hours for an ordinary day, beyond two hours the rate of pay to be increased to time and a half. Overtime for holidays, including New Year's Day, Easter Monday, Queen's Birthday, Show Day, Anniversary Day, and Boxing Day shall be paid at the rate of time and a quarter the first four hours, and time and a half for the second four hours, and after that double time. For Sunday, Christmas Day, and Good Friday, double time all through. Night-shifts shall be paid 2s. per night extra. Only one day-shift in the twenty-four hours to be allowed. Men employed as "night-shift men," working less than three consecutive nights, can claim overtime rates.

4. *Apprentices.*—No arrangement in force at the date of the filing of the dispute herein to be interfered with. All apprentices shall serve five years. The number of apprentices in each department of the trade shall not exceed one to every three journeyman, or fraction of the first three, the proportion to be gauged by full employment of journeymen for two-thirds full time during the previous six months.

5. *Out-work Allowance.*—All time going and returning from outside work, and all travelling-expenses shall be paid for, irrespective of distance. Outside a radius of three miles from the Christchurch Post Office, the rate per day shall be 1s. above the before-mentioned rate in rule 2. When working at a distance and unable to return the same night, suitable board and residence shall be provided.

6. *Dirt Money.*—On all marine repair work, 1s. per day dirt-money shall be paid.

7. *Employment.*—Employers in employing labour shall not discriminate between unionists and non-unionists; both shall work together in harmony and under the same conditions and shall receive equal pay for equal work. Employers shall not in the employment or dismissal of hands, or in the conduct of their business,

do anything directly or indirectly to operate to the injury of the union.

In Mr. Danks's case, these provisions to apply only so far as work or product of his workshop comes into competition with other engineering firms in Christchurch. In case of dispute, the matter to be referred to the committee proposed to be set up by clause 2.

These recommendations to come into force on this date, and remain in force for two years.

Dated at Christchurch, this 12th day of January, 1898.

H. J. BESWICK, Chairman.

The 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 a dispute between the Amalgamated Society of Engineers, Christchurch Branch, and Messrs. Anderson (Christchurch and Lyttelton), Scott Brothers., P. and D. Duncan, Andrews and Beaven, Booth, Macdonald, and Co., Reid and Gray, R. Tomline, Johnston and Co., Crown Ironworks Company, H. Hepburn and Son, T. Danks, Topliss Brothers, Allison and Small, Lucas Brothers, Christchurch Tramway Company, W. A. McLaren, N. Jowett, Dalley, Queere, Morton, Aschmann and Co., Childs.

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

Dated this 20th day of January, 1898.

H. J. BESWICK, Chairman.