

(28.) CHRISTCHURCH TINSMITHS.

Canterbury Board of Conciliation,

SIR,—

Christchurch, 5th December, 1898.

In the matter of an industrial dispute between the Christchurch Tinsmith and Sheet-iron Workers' Union and Messrs. Taylor and Oakley and twenty-one others.

The Board reports that it has made inquiry into the above dispute, taken evidence tendered by the parties interested, and also inspected certain factories; and investigated the condition of the trade, the class of labour employed, and the conditions under which the work is carried on.

The result of the Board's inquiry shows that the trade is at present in a very disorganized condition, and that while certain factories pay fair wages others do not; that an undue proportion of boy-labour is employed, and under conditions which prevent the boys from thoroughly learning the trade or becoming adept at it; that certain factories employ boy-labour only under the foregoing conditions, and compete with factories employing adult labour, to the manifest disadvantage of such.

The Board's recommendation is as follows:—

1. That forty-eight hours shall constitute a week's work, made up as follows: First five days, not more than eight and three-quarter hours' work, and work to cease at twelve noon on Saturdays. Where canning-factories are concerned, the division of hours may be a matter of mutual arrangement between employers and employed.

2. Only two classes of labour shall be recognised—viz., journeymen and apprentices.

3. That the minimum rate of wages of journeymen shall be 9s. per day of eight hours for first-class men. Where men have served five years at the trade, and are not considered capable of earning the minimum rate, they may work for such less rate as may be

agreed upon by a joint committee composed of two employers and two union representatives, or as provided by the Act.

4. *Apprentices.*—A proper system of indenturing apprentices, to be entered into on conditions set forth below ; but this rule shall not affect any persons now employed in the trade, provided that the scale of wages proposed for apprentices shall be the minimum scale for any persons employed at present. Apprentices to be required to serve an apprenticeship of five years, and shall receive in wages 5s. per week for the first year, and an increase of 5s. per week at the commencement of each subsequent year up to the fifth, when the increase shall be 10s. per week. The proportion of apprentices to be one to every three men, or fraction of the first three men. For the purpose of determining the proportion of apprentices to journeymen the given number of men must have been employed in any shop or factory for the previous six months equal to two-thirds full time.

5. Where canister-making machines are used, at least one journeyman shall be employed as foreman.

6. *Preference.*—Members of the union shall have the preference of employment over non-unionists.

7. *Overtime.*—Overtime to be paid for as follows : From 5 p.m. till 9 p.m., time and a quarter ; from 9 p.m. till 12 p.m., time and a half ; and from 12 p.m. till starting-time next morning, double time. Overtime on Saturdays to commence at 12 noon, at time-and-a-half rates. Each day to stand by itself. Work done on Christmas Day, Good Friday, Anniversary Day, and Sundays to count double time. On all other recognised general holidays—viz., New Year's Day, Easter Monday, and birthdays of the reigning Sovereign and the Heir Apparent, Labour Day, and Boxing Day—work to be paid for at the rate of time and a half.

8. *Outside Work.*—Time and travelling-allowance to be paid going to and returning from an outside job, and if away over night all expenses to be paid.

9. Piecework not to be permitted.

An industrial agreement covering the above conditions to be entered into between the parties interested on or before the 15th December, 1898, and to remain in force until the 30th November, 1901.

A. H. TURNBULL, Chairman.

Canterbury Board of Conciliation,
 Christchurch, 20th December, 1898.
 SIR,—
In re Christchurch Tinsmiths and Sheet-metal Workers and Messrs. Taylor and Oakley and others.

I have to intimate to you that in the above matter the Board has been unable to bring about any settlement of the dispute.

I have, &c.,

A. H. TURNBULL, Chairman.

The Clerk of Awards, Christchurch.