

(7.) AUCKLAND HOUSE PAINTERS.

Before the Board of Conciliation, in the Northern Industrial District.—In the matter of an industrial dispute between the Auckland House Painters' Industrial Union of Workers and P. J. Birch and Son, Bryant and Buckler, M. J. Bennett, G. H. Crocombe, E. Dunne and Co., W. Fricker and Son, J. L. Holland and Sons, Lewis Brothers, A. H. Morris, J. C. Robinson, G. J. Thorpe, Taylor and Edwards, E. Williams, George Bishop, C. Botrill and Son, W. Brinsden, W. Davies, Edgecumbe and Melton, C. C. Hansen, J. Henderson, J. C. Rowley, D. Simpson, J. Stitt, H. Read, J. and C. Tapper, T. Webb, W. J. Wild, R. Walmsley, J. Boyes, C. S. Brown, C. Kayes and Son, Miles and Broadwood, A. Donnelley, T. Longville, Grigg, A. Service, W. Ramsay, A. J. Thomas, T. Wells, C. Blomfield, J. Benjamin, J. Graham, P. Drum, F. Marten, Fox, J. S. Johnstone, F. Bragge, T. Willis, Lovegrove Brothers, D. McKinley, J. Caston, H. Elder, J. Perry, Haverfield and Son, Robinson and Boreham, J. Ryan, F. Dyer, G. P. Smith, J. Ludlow, F. Carder, H. Oram, G. Tudehope, F. Kell, D. Ireland, W. Felton, J. Somers, G. Robertson, E. Johnstone, B. Wardell, S. Pearson, W. H. Butler, J. G. Blakey, Robinson Brothers, W. A. Nesbitt, H. S. E. Exton, C. Type, Campbell and Ehrenfried, Bollard and Froude, W. Wardell, S. Ritchie, Charles R. Bishop, F. Brinsden, W. H.

Buller, John Hooker, Bassett Brothers, C. Mercea, Henry Simpson, Nathaniel Brown, Franklin S. Shepherd, and Snodgrass.

The Board recommends as follows :—

1. That forty-four hours constitute a week's work.
2. That all journeymen painters be paid at the rate of 1s. 1d. per hour, which shall be the minimum for competent workmen. That an incompetent man at present in the trade may accept during one year only from the date of this industrial agreement a minimum rate of 11d. per hour. That workmen over fifty years of age may accept a minimum rate of 11d. per hour. Should any dispute arise as to the competency of a workman, such dispute shall be settled by a committee of employers and workmen, two on each side, with the Chairman of the Conciliation Board as Chairman.
3. That all boys working at the painting trade be legally indentured as apprentices, and shall not exceed one to every four journeymen, or fraction of four. For the purpose of determining the proportion of apprentices to journeymen, the calculation shall be based on a two-thirds full-time employment for six months previous for the average of the journeymen employed. Every apprentice shall be allowed three months' probation previous to being indentured; the indenture to be for four years. The wages to be: For the first year, 6s. 6d.; second year, 10s.; third year, 15s.; fourth year, 20s. No legal agreement in existence on the date of the acceptance of these conditions to be interfered with. All apprentices now serving under verbal agreement shall be allowed to complete their term subject to a proper agreement being entered into. Should it be the desire of the apprentice, having served four years, to take service in the employ of any other employer, with a view to improving his general knowledge of the trade, it shall be lawful for him to serve a further period of twelve months at a minimum wage of £1 10s. Should any employer from unforeseen circumstances be unable to carry out his obligation to his apprentices, it shall be allowable for the apprentice to complete his term with another employer.
4. That an "improver" shall be a worker who is neither an apprentice, journeyman, nor a member of an employer's family. Should an improver have worked at the trade for a period of two years continuously, he may enter into an agreement with an employer to serve the balance of the term of four years.
5. That travelling-time be allowed one way outside a two-mile and a half radius of the employer's shop. When working at the North Shore men shall catch the 7.30 a.m. boat, returning by the 5.10 boat; Saturdays, 7.30 a.m. and 12.10 boat. All fares to be paid by the employers.
6. That country work, necessitating living from home, be paid at the rate of 1s. 2½d. per hour, and that travelling-time and fare be paid both ways.

7. That time and a quarter be paid from 6 a.m. to 8 a.m. and from 5 p.m. to 10 p.m., and from 10 p.m. to 6 a.m. double time. Saturday, from 12 noon, and statutory holidays to be paid as over-time at time and a half.

8. 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 to be done out of working-hours.

9. Employers in employing labour shall not discriminate against members of the union. Employers shall not, in the engagement or dismissal of their hands, or in the conduct of their business, do anything directly or indirectly to operate to the injury of the union. Members of the union shall work in harmony with non-union men.

10. That Friday shall be pay-day; but, if paid on the job, Saturday may be made pay-day.

11. That the penalty for the violation of the above agreement shall not exceed £10, such penalty to be recoverable before a Stipendiary Magistrate.

12. That this agreement take effect from October 1st, 1898, and remain in force until September 30th, 1900, both days inclusive.

Signed on behalf of the Conciliation Board.

A. H. COLLINS, Chairman.

Supreme Court, Auckland, 21st September, 1898.