

(30.) DUNEDIN PAINTERS.

In the matter of "The Industrial Conciliation and Arbitration Act, 1894"; and in the matter of a dispute between the Dunedin Painters' Industrial Union of Workers and certain employers.

The Conciliation Board for the Industrial District of Otago, having received the necessary proofs establishing its jurisdiction in the above matter, and having heard the parties and considered the evidence, hereby recommends as follows:—

That the parties to the said dispute enter into an industrial agreement for a term of two years from the 23rd day of May, 1899, such agreement to contain the following provisions:—

1. *Hours of Employment.*—The recognised hours of employment 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 August to the 31st May. And from the 1st June to the 31st July one half-hour for dinner, and leave off work at 4.30 p.m.; Saturdays, 8 a.m. till 12 noon.

2. *Rate of Wages.*—All journeymen working at any branch of the trade for any employer shall be paid not less than 1s. 2d. per hour; but any workman who is not considered capable of earning the minimum wage shall be paid such less sum as shall from time to time be agreed upon in writing between such workman and the president and secretary of the union, and, in default of such agreement, as shall from time to time be fixed in writing by the Chairman of the Conciliation Board upon the application of the workman, upon twenty-four hours' notice to the secretary of the union, who shall have an opportunity of being heard by the Chairman.

3. *Overtime.*—All time worked by any journeyman or improver beyond the time mentioned in "Hours of employment," or on holi-

days, 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 in any day except Good Friday, Christmas Day, and Sundays, which shall be paid for at the rate of double time.

4. *Holidays*.—Holidays to be observed: 1st and 2nd January, Easter Monday, Queen's Birthday, Labour Day, Prince of Wales' Birthday, and Boxing Day.

5. *Suburban and Country Jobs*.—All men sent 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 1s. 6d. per day to their wages when the distance or agreement necessitates the expense of lodging. The limit for men walking to their work shall be one mile and a half from their employer's place of business; beyond that distance, conditions as above to apply.

6. *Apprentices*.—All apprentices shall serve five years to the trade, and shall be properly taught the same by their employers. For the purpose of determining the proportion of apprentices to journeymen the calculation shall be based on a two-thirds full time for six months previous for the average of journeymen employed, such time to be taken from employers' time-books. This clause not to affect existing apprentices. Each employer to be allowed one apprentice to the first three journeymen or part thereof, and one additional apprentice to every three additional journeymen or part thereof. Should an employer from any unforeseen cause be unable to carry out his obligations to his apprentice, it shall be allowable for the apprentice to complete his term with another employer, but such employer already having his full complement of apprentices shall not be allowed to take on more than one such extra apprentice.

7. *Union Men to have Preference*.—Employers shall employ members of the Dunedin Painters' Union, or other painters' union properly constituted under "The Industrial Conciliation and Arbitration Act, 1894," in preference to non-members. The union to keep in a convenient place a book of unionists out of employment, together with their qualifications; a note to be made when any of the workmen obtain employment. The executive of the union to use their best endeavours to verify all the entries; the book to be open between 8 a.m. and 5 p.m. to all employers. In case of the failure of the union to keep such book the employer to be at liberty to employ other than members of the union. Notice to be given by advertisement in the Dunedin daily papers of the place where such book is kept.

8. No member of the Dunedin Painters' Industrial Union shall take employment at any branch of the trade except from master painters who are parties to this agreement, but this shall not prevent a member from working for any company or corporate body habitually employing men solely to paint its own property.

9. *Improvers*.—For a period of twelve months from this date master painters may employ "improvers" who are members of the Dunedin Painters' Union in the following rates: One improver

to the first two journeymen, and one additional improver to every four additional journeymen. A joint committee of three employers and three members of the Dunedin Painters' Union be set up for the purpose of fixing improvers' rates of wages.

23rd May, 1899.

FREDK. CHAPMAN.
