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(41.) DUNEDIN CARPENTERS.

In the matter of "The Industrial Conciliation and Arbitration Act, 1894"; and in the matter of a dispute between the Amalgamated Society of Carpenters and Joiners, Dunedin Branch, No. 704, and certain employers.

The Conciliation Board for the Industrial District of Otago and Southland, 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 1st day of January, 1900, the agreement to contain the following provisions:—

1. *Hours of Employment.*—That the following be the hours of labour: In the building trade and generally the week's work shall consist of forty-four hours—five days of eight hours, commencing at 8 o'clock a.m., and a half-day, from 8 o'clock and until noon, on Saturdays.

In factories the week's work shall consist of forty-six hours, between 7.30 a.m. and 5 p.m. on week-days and between 7.30 and noon on Saturdays, the actual hours within these limits to be fixed by the custom of each factory. Time beyond the recognised hours of labour as hereinbefore mentioned shall be considered overtime, and shall be paid as follows: Time and a quarter from 5 p.m. to 8 p.m. and after noon on Saturdays; after 8 p.m. time and a half. The following days are holidays: New Year's Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, and for work on these days time and a half to be paid. Sundays double.

2. *Rate of Wages.*—The rate of pay shall be 1s. 3d. per hour.

3. 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.

4. *Safety of Tools.*—On all works, excepting unimportant works, the employer shall provide a properly secured place for the safety of the employes' tools, and also necessary sanitary convenience. Unimportant works are such as do not last more than a week.

5. *Suburban and Country Jobs.*—All men sent to a country job shall have their travelling-expenses paid, and their time paid for going and returning, and an addition of 1s. per day to their wages when the distance or agreement necessitates lodging. The limit to 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 the employer's time-book. Each employer is 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 time with another employer, but such employer already having his full complement of apprentices shall not be allowed to take

more than one such extra apprentice. This clause is not to affect existing apprentices.

7. *No Discrimination.*—No employer shall in employing labour discriminate against members of the society, and no employer shall, in the engagement or dismissal of his journeymen, or in the conduct of his business, do anything for the purpose of injuring the society, whether directly or indirectly. Members or non-members shall, when employed together, at all times work in harmony with one another.

8. *Reinstatement of Tools.*—Two hours' pay, or time equivalent, shall be allowed for the reinstatement of tools on the discharge of men after they have been employed continuously for four weeks.

9. *Piecework abolished.*—All piecework shall be abolished.

Dated this 20th day of December, 1899.

FREDK. CHAPMAN, Chairman.

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