

**(58.) CHRISTCHURCH BOOTMAKERS.**

AN agreement made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," and the Acts amending the same, between the New Zealand Federated Boot Trade Industrial Association of Workmen (who, together with every member thereof, are hereinafter called "the said Workmen's Association") of the first part, and the New Zealand Boot-manufacturers' Industrial Union of Employers (who, together with every member thereof, are hereinafter called "the said Employers' Union") of the second part.

Whereas by an award in the Court of Arbitration of New Zealand, Otago and Southland Industrial District, made and published on the 9th day of September, 1898, in the matter of an industrial dispute between the said Workmen's Association and the said Employers' Union, it was awarded that, as between the said Workmen's Association and the said Employers' Union, the terms, conditions, and provisions set out in the schedule to the said award should be binding upon the said Workmen's Association and the said Employers' Union, and should be deemed to be incorporated in and to form part of the said award: And whereas it has been agreed by and between the said Workmen's Association and the said Employers' Union that certain other and additional terms, conditions, and provisions shall be added to the said award as in manner hereinafter appearing, and that such other and additional terms, conditions, and provisions shall be binding upon the said Workmen's Association and the said Employers' Union, and that this agreement shall be and be deemed to be an industrial agreement entered into by the parties hereto in pursuance of the said Act and the Acts amending the same, and shall be enforceable by and against the said Workmen's Association and by and against the said Employers' Union respectively, in accordance with the provisions of the said Act and the Acts amending the same relating to industrial agreements:

Now this agreement witnesseth, and it is hereby agreed between the said Workmen's Association and the said Employers' Union and each and every of them, in manner following, that is to say,—

1. That all and singular the terms, conditions, and provisions set out in the schedule hereto shall be deemed to be the terms, conditions, and provisions of this agreement, and shall be binding upon the said Workmen's Association and every member thereof, and the said Employers' Union and every member thereof, as and from the 15th day of December, 1899.

2. That the said Workmen's Association and every member thereof, and the said Employer's Union and every member thereof, and each and every of them, shall respectively do, observe, and perform every matter and thing which by the terms, provisions, and conditions set forth in the schedule hereto are or ought to be done, observed, and performed by the said Workmen's Association and

every member thereof and by the said Employers' Union and every member thereof respectively.

3. The failure by the parties hereto or either or any of them to observe and perform any matter or thing by the said terms, conditions, and provisions to be done, observed, and performed by either of the parties hereto, and the doing of anything in contravention of the said terms, conditions, and provisions by either of the parties hereto, shall constitute a breach or breaches of this agreement within the meaning of the said Act and the Acts amending the same.

4. Nothing herein contained shall affect or be deemed to affect or vary in any manner whatsoever, or to prevent or hinder the enforcement, as by the said Act and the Acts amending the same provided, of any of the terms, conditions, and provisions of the said award as set forth in the schedule thereto and incorporated therewith, in so far as the said terms, conditions, and provisions or any of them have not been added to by the terms, provisions, and conditions set forth in the schedule hereto.

5. If either of the parties hereto shall in any particular commit or suffer any breach or breaches of this agreement, or of the terms, conditions, and provisions set forth in the schedule hereto or any of them, such party shall forfeit and pay such penalty or penalties as may be imposed by the Court under the provisions of the said Act and the Acts amending the same.

6. A printed copy of the said award and the schedule thereto is hereunto attached, in order that the same shall be referred to for the purpose of explaining and applying the terms, conditions, and provisions of this agreement in so far as it purports to add to the terms, conditions, and provisions of the said award and the schedule thereto.

7. This agreement shall continue in force until the 1st day of September, 1900.

In witness whereof the parties hereto have hereunto affixed their seals respectively on the 29th day of January, 1900.

---

SCHEDULE REFERRED TO IN THE ABOVE AGREEMENT.

The following rule shall be added to Rule 5 in the schedule to the said award:—

“(d.) Provided, further, in the event of pieceworkers being kept waiting for work for any time exceeding one hour without having received any definite intimation from their employers as to whether their services will or will not be required, then such pieceworkers shall be entitled to receive the sum of 6d. for every hour after the first hour, or for any fraction of an hour after the first hour, during which they shall have been kept waiting.

“(e.) For the purpose of more effectually carrying out the last-mentioned provision a representative of the industrial union appointed for that purpose by the union, and employed in the work-

shop, shall be entitled from time to time to call the attention of the foreman of the workshop, or of his employer, whenever any necessity shall arise for the observance of this rule."

The following rule shall be added to Rule 15 in the schedule to the said award:—

"(g.) Boys employed in putting in lasts, feeding heeling-machines, and in inking edges for edge-setting machines in the machinery department shall not be counted as apprentices; but the proportion of boys for inking edges is not to exceed one to each single edge-setter, and such boys so employed as last mentioned shall not be permitted to do any other work or operation in the machinery department."

A copy of this rule is to be posted in the machinery department in each factory or workshop belonging to members of the said Employers' Union.

Rule 26 in the schedule to the said award, referring to the work and the prices to be paid for the same, as specified thereunder, shall also apply to the following work and the prices to be paid for the same:—

Canvas-back leather-front shoe to be considered a new line on the statement—	Benching.				Finish.			
	d.	d.	d.	d.	d.	d.	d.	d.
Quality A .. .. .	11	9	7½	6	5½	4½	3½	3½
" B .. .. .	9½	9	7½	6	5½	4½	3½	3½

Extra for clump in men's, 1½d.  
Toe-caps right through, ½d.

That this line shall not be made of a material of a higher quality than that contained in rate 3 of men's boots rate for quality A, rate 4 for quality B.

*Blucher Rates.*—With reference to rates 1a and 2b in the statement appended to Rule 26 to the said award, long middles and watertight tongues are to be paid for as an extra at the prices named in that part of the statement referring to benching extras.

Blucher boots, known as rate No. 3c, and so mentioned in that part of the schedule referring to blucher boots, are to be made in strict accordance with the sample of the same held by the parties to this agreement in each town in the colony where boot-manufacturing is carried on.

*Soilable Leather.*—Only the following leathers, unless fully protected, are to be considered soilable, and to be subject to the benching and finishing extras as provided in the statement of work and prices appended to Rule 26 in the schedule to the said award: Tan glacé kid, American ooze, bronze kid, real Russia leather, buckskin, all imported tan calf, second ooze, calf, imitation buckskin, tan colonial calf.

*Finishing Extras.*—The extras mentioned in the statement appended to Rule 26 in the schedule to the said award, relating to fair-stitch extras, shall apply henceforth to all finishing fair-stitch work done from a machine-sewn base.

Passed under the corporate seal of the New Zealand Federated  
Boot Trade Industrial Association of Workmen in the presence of—

WILLIAM WILLIAMS, President.

GEORGE HARPER, Solicitor, Christchurch.

Signed by James Arthur Frostick, Chairman of the above-men-  
tioned Employers' Union, in the presence of Charles Gelders,  
Christchurch, Accountant.

JAS. A. FROSTICK, President.

---