

(44.) DUNEDIN BOOTMAKERS.

Industrial Agreement.

THIS agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," and the Acts amending the same, between the Dunedin Operative Bootmakers' Industrial Union of Workers and the undersigned boot-manufacturers, whereby the members of the union agree to carry out, abide by, and be bound by the terms, conditions, and the provisions set forth in the attached statement of wages and conditions of labour marked "A" and "B" attached hereto, and the undersigned boot-manufacturers agree respectively to observe and perform every matter and thing by the said terms, conditions, and provisions as contained in the statement of wages and conditions of labour attached and marked "A" and "B" respectively, and shall not do anything in contravention of the said terms, conditions, and provisions, but shall in all respects abide by the same. And this industrial agreement shall continue in force until the 1st day of September, 1900.

ANDERSON BROS. (per T. A.).

JOSEPH H. CLARKE.

SIMON BROS.

A. H. SHELTON.

JAMES NAPIER AND SONS.

JAMES McDIARMID.

JAMES POCKLINGTON.

Signed on behalf of the Dunedin Operative Bootmakers' Industrial Union of Workers, this 5th day of April, 1900.

(Seal.)

R. FERGUSON, Secretary.

(A.)

Award in the Court of Arbitration of New Zealand, Otago and Southland Industrial District.—In the matter of an industrial dispute between the New Zealand Federated Boot Trade Industrial Association of Workmen and the New Zealand Boot-manufacturers' Industrial Union of Employers.

This Court, having taken into consideration the matter of the above-mentioned dispute, and having heard the New Zealand Federated Boot Trade Industrial Association of Workmen (hereinafter called "the Workmen's Association") by their representatives duly appointed, and having also heard the New Zealand Boot-manufacturers' Industrial Union of Employers (hereinafter called "the Employers' Union") by their representatives duly appointed, and also having heard the witnesses called by and on behalf of the Workmen's Association and the Employers' Union respectively, and cross-examined by the said parties respectively, doth hereby award that, as between the Workmen's Association and the members thereof and the Employers' Union and the members thereof, the terms, conditions, and provisions set out in the schedule hereto shall be binding upon the Workmen's Association and every member thereof, and upon the Employers' Union and every member thereof, shall be deemed to be incorporated in and to form part of this award; and that the Workmen's Association and every member thereof, and the Employers' Union and every member thereof, shall respectively do, observe, and perform every matter and thing by the said terms, conditions, and provisions on the part of the Workmen's Association and the members thereof, and on the part of the Employers' Union and the members thereof, respectively required to be done, observed, and performed, and shall not do anything in contravention of the said terms, conditions, and provisions, but shall in all respects abide by the same.

And this Court doth further order that this award shall take effect from the 12th day of September, 1898, and shall continue in force until the 1st day of September, 1900.

And this Court doth further order that a duplicate of this award shall be filed in the office of the Supreme Court of New Zealand, Otago and Southland District, at Dunedin.

In witness whereof the seal of the Court of Arbitration of New Zealand hath been hereunto affixed, and the President of the said Court hath hereunto signed his hand, this 9th day of September, 1898.

W. B. EDWARDS, President.

THE SCHEDULE BEFORE REFERRED TO.

General Rules.

1. Subject to Rule 2, it is hereby declared as follows: (a.) It is the individual right of the employer to decide who he shall employ or dismiss. (b.) It is the individual right of the workman to accept or refuse work from any employer.

2. Employers shall employ members of the Workmen's Association in preference to non-members, provided there are members of the Workmen's Association who are equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it. When non-members are employed there shall be no distinction between the members and non-members; both shall work together in harmony, and both shall work under the same conditions and receive equal pay for equal work. Any dispute under this rule shall be decided by the Chairman of the Conciliation Board under the Industrial Conciliation and Arbitration Act in the district in which such dispute shall arise; or, if he shall be unable or unwilling to act, then by some person nominated by him, not being connected with the trade and not being a manufacturer or employer in any trade.

3. These rules and conditions shall apply to the clicking, benching, finishing, and machinery departments.

4. It is the manufacturer's right to introduce whatever machinery he deems necessary or his business may require. If a division or subdivision of labour is required for the purpose of working such machinery, such division or subdivision shall be allowed subject to the minimum wage. Weekly hands may be employed in connection with machinery subject to payment of the minimum wage hereinafter provided. No restriction shall be put upon the output of any machine or the method of working such machine.

5. (a.) Every employer is entitled to the fullest control over the management of his factory, and to make such regulations as he deems necessary for time-keeping and good order. (b.) Every manufacturer shall be at liberty to pay either the recognised piecework-rates or weekly wages, not being less than the minimum hereinafter provided: Provided that in the slack seasons weekly hands and pieceworkers employed on the same class of work shall start and cease working at the same hour: Provided also that where pieceworkers and weekly hands are employed together the work shall be fairly distributed between the weekly hands and the pieceworkers; but this shall not apply to machinery or to work executed by means of or in connection with machinery. (c.) There shall be no restriction in the employment or wages of hands engaged by the week when the wages are satisfactory to the employer and employed, subject to the recognised minimum; and any person shall be at liberty to arrange with his employer to work on the weekly-wage system.

6. For all purposes of this statement the classification of uppers shall be decided by the vamp or golosh, except for slippers and canvas-work.

7. Employers shall find all grindery, workshops, light, &c., and serve out all colours and material used in connection with the trade.

8. All work on the statement embodied in Rule 26 shall be performed in the factory or workshops only, except when permits to work at home are granted to workmen for special reasons. Such

permit shall be obtained from the Chairman of the Conciliation Board for the district in which the question shall arise.

9. The various departments shall be classified as follows: (1) The clicking department, consisting of clickers; (2) the benching department; (3) the finishing department; (4) the machinery department, consisting of operatives employed in working machinery in connection with benching or finishing.

10. The recognised regular hours of work shall be fixed by each employer, and shall be between the hours of 8 a.m. and 6 p.m. on five days of the week, and 8 a.m. to 12 noon on the recognised factory half-holiday, subject to forty-eight hours being considered a full week; beyond this, overtime-rates must be paid. Should a public holiday intervene, the time lost through such holiday shall be deducted from the forty-eight hours, and not from the overtime.

Any time lost by any workman in any one week shall be deducted from any overtime worked by him during that week before he shall be paid overtime-rates.

11. No employer employing workmen at weekly wages shall (except as herein provided) pay to any such workman any less sum than £2 sterling for each week's work.

12. All overtime shall be paid for as time and a quarter. Three-pence per hour above the prices hereinafter mentioned shall be paid for all piecework worked by overtime.

13. Instructors for apprentices shall be paid not less than £2 10s. per week. No instructor shall be allowed to receive any commission out of the earnings of the boys under his charge. Clickers, benchers, or finishers in charge of any machine, and filling up their time at their branch of the trade, shall be paid not less than £2 per week.

14. In case of men in the clicking department who are not capable of commanding the minimum wage, they may refer their case to the Chairman of the Board of Conciliation for the district in which the question arises, who shall deal with it, and whose decision shall be final.

15. (a.) All apprentices shall serve for a term of five years. (b.) The proportion of apprentices to journeymen in the several branches of the trade shall be as follows, and no greater: Clicking department, one apprentice to every three men or fraction of the first three; benching department, one apprentice to every four men or fraction of the first four; finishing department, one apprentice to every four men or fraction of the first four; machinery department, one apprentice to every three men or fraction of the first three. (c.) For the purpose of determining the proportion of apprentices to journeymen, a given number of men must have been employed in any shop or factory for six months equal to two-thirds full time. (d.) For the purpose of determining the proportion of apprentices who may be employed in the machinery department, all branches of the trade to which this award applies in which machinery is used shall be treated as one department. (e.) The preceding rules are

not to interfere with the engagements of present apprentices, but no new apprentice shall be taken by any employer until the number of apprentices employed by him shall be reduced to the proportions herein provided. (f.) Employers' sons shall not be restricted by the foregoing rules.

16. All soles for riveted work shall be pricked before being given out to the benchmen.

17. The groundwork for all bottoms made by benchmen shall consist of one colour only; ink excepted.

18. The groundwork for all bottoms made by finishers shall be one colour only.

19. The base or groundwork for all classes shall be riveted.

20. Finishers shall file all bottoms on plain work.

21. Every benchman shall file tips and toe-plates clean on all first- and second-class work on which he makes the bottoms, and tip and toe-plate nails only on all third- and fourth-class where he makes the bottoms, filing tips and toe-plates where no bottoms are made by benchmen. Tips and toe-plates nails, $\frac{1}{2}$ d. per pair.

22. Each finisher shall file tips and toe-plates clean on all first- and second-class work on which he makes the bottoms, and tip and toe-plate nails only on all third- and fourth-class work on which he makes the bottoms.

23. Tip fillings on plain work are to be dressed same as the bottoms; tip fillings to be left level with tip.

24. The price of all extras shall apply to work as required to be added to the boot before it leaves the hand of the workman to whom it is given; extras required after shall be subject to an advance of 25 per cent. upon the price fixed for that extra. If the extra required is nailing, 1d. per pair above the ordinary extra shall be paid for that work.

25. Every employer shall pay to each workman and apprentice employed by him all moneys due to such workman or apprentice, whether for weekly wages or for work worked by piecework, once at least in each week.

26. Every employer employing workmen to execute work by piecework shall pay to such workmen the prices hereunder specified for such piecework, according to the nature of the work executed, that is to say:—

[The list of prices specified is filed by the Clerk of Awards, Dunedin.]

In witness whereof the seal of the Court of Arbitration of New Zealand hath been hereunto affixed, and the President of the said Court hath hereunto signed his hand, this 9th day of September, 1898.

W. B. EDWARDS, President.

(B.)

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 workshop, 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:—

—	Benching.				Finish.			
	Men's.	Women's and Youths.	Maids.	7-13.	Men's.	Women's and Youths.	Maids.	7-13.
Canvas-back leather-front shoe to be considered a new line on the statement—								
Quality A ..	d. 11	d. 9	d. 7½	d. 6	d. 5½	d. 4½	d. 3½	d. 3½
" B ..	d. 9½	d. 9	d. 7½	d. 6	d. 5½	d. 4½	d. 3½	d. 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 boot 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.
