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(50.) DUNEDIN SADDLERS.

In the Court of Arbitration of New Zealand, Otago and Southland District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1894,” and the amendments thereof; and in the matter of an industrial dispute between the Otago Saddlers, Harness- and Collar-makers’ Union of Workers (hereinafter called “the union”) and Aitken and Broad, Gore; Brace and Co., 38, High Street, Dunedin; Butler Brothers, Rattray

Street, Dunedin ; Bell, H. R., Princes Street, Dunedin ; Bell, Thomas, King Street, Dunedin ; Bell, George, Ranfurly ; Coggens and Co., Dee Street, Invercargill ; Hatfield, Benjamin, Police Street, Dunedin ; Hodge and Jones, Tyne street, Oamaru ; Kissell, J. H., Dee Street, Invercargill ; Kilmartin, Francis, 38, High Street, Dunedin ; Lacey, John, King Street, Dunedin ; Miller, Peter, Rattray Street, Dunedin ; McCallum, J. B., Princes Street, Dunedin ; Moir, James, Maclaggan Street, Dunedin ; McKenzie, Alexander, Princes Street, Dunedin ; McKenzie, H. F., Great King Street, Dunedin ; Nicholson, Samuel, Gore ; Parmenter, Joseph, Otautau ; Robertson, Alexander Itchen Street, Oamaru ; Reid and Maxwell, Princes Street, Dunedin ; Smyth, G. A. (Smyth and Marshall), Hope Street, Dunedin ; Taylor, Robert, Dee Street, Invercargill ; Trevena, S. H., Princes Street, Dunedin ; Wood, David, George Street, Dunedin ; Wilson, J. M., King Street, Dunedin (hereinafter called "the employers").

The Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as appeared before it, the other employers not appearing either personally or by representative, doth hereby order and award as follows :—

1. The hours of work shall be forty-eight in each week. On Saturday in each week the hours of work shall expire not later than 1 p.m. All work worked beyond the time mentioned in this clause, or on holidays, shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first four hours, time and a half after 10 p.m., double time after midnight—on any day except the days mentioned in paragraph 14 hereof, on which days all work shall be paid for at the rate of time and a half.

2. Only three classes of workers shall be recognised or employed—viz., journeymen (which shall include journeymen and journeywomen), apprentices, and female stitchers.

3. Every journeyman, except those working at piecework, working at any branch of the trade (except as hereinafter mentioned) shall be paid not less than 1s. per hour.

4. Any journeyman who considers himself not capable of earning the minimum wage may be paid such less wage as may from time to time be agreed upon in writing between any employer and the president or secretary of the union ; and, in default of such agreement, within twenty-four hours after such journeyman has applied in writing to the secretary of the union stating his desire that such wage shall be so agreed upon, as shall be fixed in writing by the Chairman of the Conciliation Board for the industrial district upon the application of such journeyman, after twenty-four hours' notice in writing to the secretary of the union, who shall (if desired by him) be heard by such Chairman on such application. Any journeyman

whose wage has been so fixed may work and may be employed by any employer for such less wage for the period of six calendar months thereafter, and, after the expiration of the said period of six calendar months, until fourteen days' notice in writing shall have been given to him by the secretary of the union requiring his wage to be again fixed in manner prescribed by this clause.

5. All boys working in any branch of the trade shall be legally indentured as apprentices for the term of five years, but every boy so employed may be allowed two calendar months' probation prior to being so indentured, such period—if such boy be indentured at the end of such period—to be counted as part of the said period of five years. Apprentices who on the 16th day of May, 1900, were serving an apprenticeship without indentures may complete such apprenticeship without being indentured; but it shall be incumbent on the employers with whom such apprentices were so serving to give notice in writing to the secretary of the union, within one calendar month from the date of this award, of the name of each such apprentice, and of the period when his service began and when it is to end: Provided that the total period of such service as an apprentice shall not exceed the period of five years.

6. The proportion of apprentices and female stitchers to journeymen employed by any employer shall not exceed the following, namely: In the saddlery branch, one apprentice and one female stitcher to every three journeymen or fraction of three journeymen; in the harness branch, two apprentices to every three journeymen; in the bridle-cutting branch, one apprentice to one journeyman; in the collar-making branch, two apprentices to every three journeymen. In any business in which the several branches of the trade shall be combined the proportion of apprentices and female stitchers to journeymen shall not exceed two apprentices or female stitchers, or one apprentice and one female stitcher, to every three or fraction of three journeymen. Except where otherwise directed, female stitchers may be employed by an employer though not apprenticed, as such employer may desire; but the Court reserves to itself the power to make any such award at any time before the expiration of this award as it may consider necessary for the employment or terms of employment of female stitchers.

7. For the purpose of determining the proportion of apprentices to journeymen, in taking any new apprentice the calculation shall be based on a two-third full-time employment of the journeymen employed during the previous three calendar months.

8. Arrangements between employers and apprentices existing at the time of the hearing of this dispute in this Court shall not be prejudiced.

9. If any employer shall from any unforeseen cause be unable to fulfil his obligation to an apprentice, it shall be lawful for such apprentice to complete his term with another employer, notwithstanding that such employer has already the full number of apprentices allowed by these conditions.

10. The wages to be paid to apprentices shall be as follows, namely: For the first year, 5s. per week; for the second year, 8s. 6d. per week; for the third year, 11s. per week; for the fourth year, 15s. per week; and for the fifth year, £1 per week.

11. If and so long as the rules of the union permit any person now employed in the trade in this industrial district, and any person who may hereafter reside in this industrial district, and who is a competent journeyman, to become a member of such union upon payment of an entrance-fee not exceeding 5s., and of subsequent contribution, whether payable weekly or not, not exceeding 6d. per week, upon a written application of the person so desiring to join such union, without ballot or other election, and shall give notice in writing thereof to the employers, then and in such case employers shall employ members of the union in preference to non-members, provided that there are members of the union equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it: Provided always that the foregoing provisions of this paragraph shall not apply in any case where an employer shall apply to the officer in charge of the Labour Bureau at Dunedin between the hours of 9 a.m. and 12 noon on any day to send to the chief place of business of such employer in Dunedin or its suburbs, at a date and hour to be named by such employer, a member of the union; and no member of the union able and ready and willing to undertake the work required to be done shall attend at such place of business at the hour named by such employer, such hour not being earlier than 1 p.m. on the day such application is made.

12. If and when the rules of the union do not comply with the provisions of the last preceding paragraph hereof, employers may employ journeymen whether members of the union or not; but no employer shall discriminate against members of the union, and no employer shall, in the employment or dismissal of journeymen, or in the conduct of his business, do anything for the purpose of injuring the union, whether directly or indirectly.

13. When members of the union and non-members are employed together there shall be no discrimination between members and non-members, and both shall work together in harmony and shall receive equal pay for equal work.

14. The following days shall be recognised holidays in all branches, viz.: New Year's Day, Good Friday, Easter Monday, the birthday of the reigning Sovereign, Labour Day, Christmas Day, Boxing Day, and the 2nd January.

15. And the Court doth hereby further order and award that, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions herein contained shall be binding upon the union and upon the members thereof, and upon the employers and each of them; and, further, that the union and every member thereof, and the employers and each of them, shall respectively do, observe, and perform every act,

matter, and thing by the terms, conditions, and provisions of this award on the part of the union and the members thereof, and also on the part of the employers and of each of them, 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 and observe and perform the same.

16. And this Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions shall constitute a breach of this award, and that the sum of £100 shall be the maximum penalty payable by any party or person in respect of any such breach: Provided, however (as provided by the 3rd section of "The Industrial Conciliation and Arbitration Act Amendment Act, 1898"), that the aggregate amount of penalties payable under or in respect of this award shall not exceed the sum of £500.

17. And this Court doth further order that this award shall take effect from the 29th day of June, 1900, and continue in force until the 1st day of June, 1902.

In witness whereof the seal of the Court of Arbitration of New Zealand hath been hereunto put and affixed, and the President of the Court hath hereunto set his hand, this 29th day of June, 1900.

(L.S.)

J. C. MARTIN, J., President.