

## (61.) WELLINGTON PLASTERERS.

Under "The Industrial Conciliation and Arbitration Act, 1900."

Before the Board of Conciliation in the Wellington Industrial District.—In the matter of an industrial dispute between the Wellington Plasterers' Industrial Union of Workers and the Wellington Master Builders' Association (secretary, William H. Bennett, Woolcombe Street, Wellington); Thomas Foley, No. 8, York Street, Wellington; Thomas Carmichael, Hawkestone Street, Wellington; James and Archibald Wilson, Cambridge Terrace, Wellington; Edmund Platt, Molesworth Street, Wellington; Charles T. Emeny, Ranfurly Terrace, Wellington; and A. H. Fullford and Thomas Smith, Edward Street, Wellington, employers, and a reference thereof for settlement.

THE Board, having taken evidence, heard argument, and carefully considered the particulars of the dispute, doth hereby recommend that the dispute be settled on the following conditions: That—

1. Two classes of labour only shall be recognised—namely, journeymen and apprentices.

2. A full week shall consist of forty-five hours, commencing, except on Saturdays and in the months of May, June, and July, at 8 a.m. and finishing at 5 p.m. During the months of May, June, and July work shall commence at 8 a.m. and finish, except on Saturdays, at 4.45 p.m. During these months half an hour shall be allowed for dinner; during the remainder of the year three-quarters of an hour shall be allowed for dinner. On Saturdays work shall commence at 8 a.m. and finish at a quarter to 12 noon.

3. All competent journeymen plasterers shall be paid not less than £3 12s. for a full week, and not less than 1s. 7d. per hour for broken time. All wages shall be paid weekly, either on the job or at the employers' place of business, but wherever paid they shall be paid to the workmen not later than fifteen minutes after leaving off work.

3A. Any workman who considers himself not capable of earning the wage mentioned in paragraph 3 hereof may be paid such less wage as may from time to time be agreed upon in writing between any employer and the secretary or president of the union; and, in default of such agreement within twenty-four hours after such journeyman shall have 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 shall have 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.

3b. The number of men whose wage has been fixed under paragraph 3A employed by any employer shall not at any one time exceed the proportion of one of such men to every four men to whom are paid wages at the rate specified in paragraph 3.

4. All boys shall be legally indentured to learn the trade generally. Any employer may, before apprenticing a boy, take him for three months on probation, and if at the end of such probation the boy becomes a bound apprentice, such period of three months shall be reckoned as part of the period of apprenticeship. The term of apprenticeship shall be five years. The wages to be paid to the apprentice shall be: First year, 8s. per week; second, 13s.; third, 18s.; fourth, £1 3s.; and fifth, £1 13s.; and the proportion of apprentices not to exceed one to every three competent workmen.

5. That time and a quarter be allowed for all overtime from 6 a.m. to 8 a.m. and from 5 p.m. to 8 p.m.; double time to be allowed from 8 p.m. to 8 a.m. if worked continuously; and double time to be allowed for Saturday afternoon, Sunday, and all statutory holidays.

6. That 3d. per hour be paid above the ruling rate of pay in Wellington for country work. Overtime to be paid *pro rata*. Fares to be paid to the workers both ways. Time to be paid for travelling both ways.

7. In the event of any member having to work outside a radius of one mile and a half of the General Post-office, Wellington, his fare shall be paid to and from his work, or time allowance whilst travelling to and from his work.

8. If and after the union shall so amend its rules as to permit any person now employed in this industrial district in this trade, and any other person now residing or who may hereafter reside in this industrial district, and who is a competent workman, to become a member of the union upon payment of an entrance fee not exceeding 5s., and on subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, upon the written application of the person so desiring to join the union, without a ballot or other election, and shall give notice of such amendment in the *New Zealand Times* and *Evening Post* newspapers, published in the City of Wellington, then and in such case and thereafter employers shall,

in the engagement of workmen, 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.

9. Any difference as to the meaning and intention of the foregoing clauses shall be submitted to a committee consisting of two employers and two members of the Workers' Union for settlement. Should the committee fail to arrive at a satisfactory conclusion, the matter in dispute shall be submitted to the Chairman of the Conciliation Board, whose decision shall be final.

10. That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the foregoing paragraphs shall be binding upon every member thereof, and upon the employers and each and every of them, and that the said terms, conditions, and provisions set out in the said foregoing paragraphs shall be binding upon every member thereof, and upon the employers and each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of the Board's recommendation. And, further, that the union and every member thereof, and the employers and each and every of them, shall respectively do, observe, and perform every matter and thing by the said terms, conditions, and provisions on the part of the union and the members thereof, and on the part of the employers and each and every 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. And the Board recommends 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, that the aggregate amount of penalty under or in respect of this settlement shall not exceed the sum of £500.

11. The settlement shall be for two years—from the 1st January, 1901, to the 31st December, 1902, inclusive.

Given under my hand, at Wellington, this 7th day of November, 1900.

JOHN CREWES, Chairman.

---

#### (62.) WELLINGTON FURNITURE TRADE.

Before the Board of Conciliation in the Wellington Industrial District, and before the Court of Arbitration.—In the matter of an industrial dispute between the Wellington United Furniture Trade Industrial Union of Workers and the Wellington Furniture and Furnishing Industrial Union of Employers and other employers named and described in the papers relating to the dispute, and of a reference thereof for settlement.