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**(63.) PALMERSTON NORTH PAINTERS.**

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," this 29th day of November, 1900, between the Palmerston North Painters and Decorators' Industrial Union of Workers (hereinafter called the "Workers' Union") and the following master painters and house-decorators—namely, R. and E. Tingey, A. Turner, F. S. Strong, A. J. Cobb, Osgood and Hancock—shall take effect from the 29th day of November, 1900, and shall continue in force until the 29th day of November, 1902.

1. The recognised hours of work shall be from 8 a.m. to 5 p.m. on five days of the week, and from 8 a.m. to noon on Saturdays, one hour to be allowed each day for dinner (Saturday excepted), from the 1st day of September to the 30th day of April, both inclusive; and from the 1st day of May to the 31st day of August from 8 a.m. to 4.30 p.m. on five days of the week, and from 8 a.m. to noon on Saturdays, one half-hour to be allowed each day for dinner (Saturday excepted).

2. All journeymen painters, paperhangers, glaziers, grainers, and decorators, and all other journeymen working at any branch of the trade (except those hereinafter mentioned), shall be paid not less than 1s. 2d. per hour, and when working for other than recognised employers shall receive 1s. per day extra.

3. Any journeyman who considers himself not capable of earning the minimum wage, and all probationers, may be paid such less wage as shall from time to time be agreed upon in writing between such journeymen and probationers and the chairman and secretary of the Workers' Union. Any journeyman or probationer whose wage has been fixed may work and may be employed 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.

4. All work worked beyond the time mentioned in Rule 1 shall be considered overtime, and shall be paid for at the following rates, namely: After 5 p.m. up to 6 p.m., at the ordinary rate; between 6 p.m. and 8 p.m., time and a quarter; between 8 p.m. and midnight, time and a half; after midnight and up to 8 a.m. on the following morning, double time; on Saturday, time and a half from

1 p.m. to midnight ; on Sundays, Christmas Day, Good Friday, and Labour Day, double time.

5. All wages earned by any journeyman, probationer, or apprentice in any one week shall be paid to him by his employer on the Friday of that week.

6. Country work means work performed by a journeyman, probationer, or apprentice at a distance of six miles, or over six miles, from his employer's place of business.

7. Any journeyman, probationer, or apprentice employed in country work shall be conveyed by his employer to and from such work free of charge, or his travelling-expenses going to and returning from such work shall be paid by such employer, but once only during the continuance of the work, if such work is continuous, and the journeyman, probationer, or apprentice is not in the meantime recalled by his employer.

8. If any journeyman, probationer, or apprentice is employed on country work he shall be paid, in addition to his wages and overtime at the rates hereinbefore mentioned, a further sum of 1s. for each working-day while he is so employed towards his extra expenses ; and his employer shall also pay him at the ordinary rate for all time engaged in travelling to and returning from such work, but once only.

9. Suburban work means work performed by a journeyman, probationer, or apprentice at a distance of over three and less than six miles from his employer's place of business.

10. Any journeyman, probationer, or apprentice employed upon suburban work shall be conveyed by his employer continuously to and from such work free of charge, or his travelling-expenses going to and returning from such work each day shall be paid by his employer, and his employer shall pay him at the ordinary rate for all time engaged in travelling to and returning from such work.

11. Town work means work performed by a journeyman, probationer, or apprentice at a distance of less than three miles from his employer's place of business.

12. Any journeyman, probationer, or apprentice employed upon town work and having to walk more than two miles to work shall be allowed travelling-time for all distance over that two miles.

13. All boys working in any branch of the trade in Palmerston North that have served more than the period of two years and a half at the time of coming into operation of these by-laws shall be admitted to the union as probationers.

14. All boys working at any branch of the trade that have served less than the period of two years and a half at the time of coming into operation of these by-laws shall be legally indentured as apprentices for such term as will complete their five years' apprenticeship.

15. All boys commencing to work in any branch of the trade after the coming into operation of these by-laws shall be legally indentured as apprentices for the term of five years, but every boy so

commencing shall be allowed three calendar months' probation prior to being indentured.

16. The proportion of apprentices to journeymen employed by any employer shall not exceed one apprentice to every three fully paid journeymen. For the purpose of determining the proportion of apprentices to journeymen, in taking any new apprentice the calculation shall be based on a two-thirds full-time employment of the journeymen employed for the six previous calendar months.

17. The wages to be paid to apprentices shall be, for the first year, 8s. per week; for the second year, 12s. 6d. per week; for the third year, £1 per week; for the fourth year, £1 5s. per week; and the fifth year, £1 10s. per week.

18. Employers shall employ members of the union in preference to non-members, provided 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.

19. The Workers' Union shall keep at the office of the *Standard*, or such other convenient place the union shall from time to time determine upon, a book, to be called the "employment-book," wherein shall be entered the names and exact addresses of all members of the Workers' Union for the time being out of employ, with a description of the branch of the trade in which each such workman claims to be proficient, and the names and addresses of every employer by whom each such workman shall have been employed during the preceding two years. Immediately upon any such workman obtaining employment a note thereof shall be entered in such book.

20. Any member of the Workers' Union actually publicly tendering against any recognised employer shall be liable to a penalty not exceeding £5, such penalty to be imposed by the union, and such fines to be paid into the union funds.

21. The proportion of unionists employed by any employer for less than the minimum wage under permit shall not exceed one to every four fully paid journeymen, the proportion to be determined as in clause 16.

22. All work taken by employers prior to the 11th August, 1900, shall be worked at the rate of 8s. per day of eight hours.

Signed for the Workers' Union.

WILLIAM ROBERTSON, President.

A. HORATIO SMITH, Hon. Secretary.

#### (64.) WELLINGTON WHARF-LABOURERS.

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 Wharf-labourers' Industrial Union of Workers and the following shipowners and other employers—viz., Union