

(40.) WELLINGTON COACHWORKERS.

Under "The Industrial Conciliation and Arbitration Act, 1894," and its amendments.

Before the Board of Conciliation, in the Wellington Industrial District.—In the matter of an industrial dispute between the Wellington Coachworkers' Industrial Union of Workers and Messrs. Rouse and Hurrell, coachbuilders, Courtenay Place; C. Tandy, coachbuilder, Taranaki Street; Rouse, Black, and Son, coachbuilders, Taranaki Street; John Blandford, coachbuilder, Riddiford Street; Michael Bohan, coachbuilder, Victoria Street; John Fitchett, coachbuilder, Wordsworth Street; Walter S. Cobham, coachbuilder, Riddiford Street; G. McIlvride, sen., coachbuilder, Lower Hutt; G. McIlvride, jun., coachbuilder, Lower Hutt; C. Mitchell and Co., coachbuilders, Tory Street; C. A. Annison, coachbuilder, Martin Street; J. Lumsden, coachbuilder, Lower Hutt; Andrew Williams, coachbuilder, Courtenay Place; and of a reference thereof for settlement.

The Board, having taken into consideration the matter of the above-mentioned dispute, doth hereby make the following recommendations:—

1. That the Wellington Coachworkers' Industrial Union of Workers recognise four classes of labour—viz., competent journeymen, journeymen unable to earn the minimum wage, apprentices, and labourers.

2. That all competent journeymen coachworkers shall be paid not less than 1s. 3d. per hour.

3. Should the question of competency be raised, it shall be submitted to a committee for settlement, the committee to consist of two representatives from the employers' side and two to be elected by the union, the Chairman of the Conciliation Board to be chairman of the committee. The committee shall report to both sides within seven days.

4. That the week's work shall consist of forty-eight hours, to be divided up as follows:—Start at 7.45 a.m. and cease at noon, commence again at 12.30, and cease at 5 p.m. for the first five days in the week; and on Saturdays work to commence at 7.45 a.m. and cease at noon. The above to apply to the months of May, June, July, August. The remaining months three-quarters of an hour for dinner, and leave off at 5.15 p.m.

5. All work worked beyond the time mentioned in the preceding clause shall be considered overtime, and paid for at the following rates: From 5.30 p.m. to 9 p.m., time and a quarter; after 9 p.m., time and a half. For work done on Christmas Day, Good Friday, and Labour Day, time and a half; Sundays, double time.

6. All boys working in any branch of the trade shall be legally indentured as apprentices for five years, but every boy so employed shall be allowed six calendar months' probation prior to being so indentured.

7. That the proportion of boys employed by any employer shall not exceed one boy to three journeymen, or fraction of the first three journeymen, in the following branches of the trade—viz., bodymakers, carriagemakers, trimmers, smiths, wheelers, and painters. 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 journeymen for the previous twelve calendar months. In the smithing department an apprentice shall be entitled to a fire when he has served three years of his apprenticeship. In the case of small workshops, where no journeymen are employed, one apprentice in each shop shall be allowed.

8. The number of labourers shall be unrestricted, provided they are strictly confined to the work of labourers. Should a dispute arise as to the proper work of labourers, such dispute shall be settled by the committee provided for in clause 3 of these conditions of labour.

9. Arrangements between employers and apprentices existing at the time of coming into operation of an agreement shall not be prejudiced, but any employer then employing any apprentice under any verbal agreement must procure such apprentice to be duly apprenticed within three calendar months thereafter.

10. That piecework shall not be allowed.

11. That employers shall employ members of the Wellington Coachworkers' Industrial Union of Workers in preference to non-members, provided that the members of the union are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it. Where non-members are employed under the provisions of these conditions of labour, there shall be no distinction between 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.

12. For every breach of the foregoing provisions any employer shall be liable to a penalty not exceeding £10 for each and every such breach; and members of the union shall be liable to a similar penalty for each and every breach.

13. That an industrial agreement is to be drawn up embodying these clauses, and to be left at the office of the Clerk of Awards for signature on or before the 25th day of May, 1900. If this be not done, or, having been done, the agreement is not signed by the parties by the 2nd day of June, 1900, the Chairman may file a report that this Board has been unable to bring about a settlement.

14. The above agreement is to be for a period of twelve calendar months from the 2nd day of June, 1900.

Dated at Wellington, this 18th day of May, 1900.

JOHN CREWES, Chairman.