

(48.) AUCKLAND PLUMBERS AND GASFITTERS.—RECOMMENDATIONS.

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

Before the Board of Conciliation in the Northern Industrial District.—In the matter of an industrial dispute between R. Tudehope and others and the Auckland Plumbers, Gasfitters, and Metal-workers' Industrial Union, and of a reference thereof for settlement.

THE Conciliation Board for the Northern Industrial District, having received the necessary proofs establishing its jurisdiction in the above matter, and having heard parties and considered the evidence, hereby recommend as follows:—

1. That the hours of labour shall be optional—not to exceed forty-seven hours per week ordinary time; but that in no case shall any workman be entitled to overtime rates until his working-hours for the week shall have exceeded forty-seven.

2. That the rate of payment to competent workmen shall be 1s. 2d. per hour. Workmen who are not fully qualified to earn that wage shall be paid such wage as shall be mutually fixed between the employer and the president of the union; should they be unable to agree, then by the Chairman of the Board of Conciliation.

3. That any employee who through age or physical infirmity may consider himself unable, or who may be considered unable, to earn the minimum wage may apply to the Chairman of the Conciliation Board, who shall then appoint a committee consisting of two employers and two employees, and himself or his nominee acting as chairman, who may give certificate to that effect, such certificate to entitle the employee to work for any wage that may be mutually agreed upon by the employer and the employee.

4. That employers pay all necessary fares to and from any job situated more than one mile and a half from the shop where employed.

5. That when working at the North Shore employees shall catch the 7.30 a.m. boat, returning by the 5.10 p.m.; on Saturday returning by the 12.10 p.m. boat. All fares to be paid by the employer.

6. That when workmen have to carry a load of material or tools to a job they shall start from the shop at the ordinary time for commencing work.

7. That payment for overtime shall be as follows: From 5 p.m. to 9 p.m., time and a quarter; after 9 p.m., time and a half, excepting in case of repairs to the employer's plant and machinery and stock-taking, when ordinary rates only shall be paid.

8. That for work done on Saturdays after 1 p.m. the rate of pay shall be time and a quarter (subject to reservation as per clause 7), and that for work done on New Year's Day, Anniversary Day, Easter Monday, King's Birthday, and Boxing Day the rate of pay shall be at the rate of time and a half up to 5 p.m. and after 5 p.m.

double time. For Sunday, Christmas Day, and Good Friday double time (subject to reservation as per clause 7).

9. That all apprentices shall serve six years, after a probation of six months, with one employer or firm only. The rate of pay shall be 6s. per week for the first year; 8s. for the second year; 10s. for the third year; 12s. for the fourth year; 15s. for the fifth year; and £1 for the sixth year. That the number of apprentices shall be arranged as follows: That each firm shall be entitled to one apprentice, and after that the number employed shall not exceed one extra apprentice to every two journeymen. The proportion to be gauged by full employment of journeymen for two-thirds full time during the previous six months. That in any firm where one apprentice is employed another apprentice may be taken on after the first one has served the fourth year of his apprenticeship.

10. That workers who come under the definition of "improvers," having worked at the trade for any period not exceeding the term of apprenticeship, shall forthwith enter into a proper agreement with an employer to serve the balance of term, and shall receive a certificate on the completion of their term of six years which shall declare them to be duly qualified journeymen, but that from the date of these recommendations no improver shall be engaged.

11. That on all country jobs necessitating employees living away from home all fares thereto and therefrom shall be paid by the employers, and time of travelling to and from such jobs, and an additional pay of 3d. per hour; these terms to include all apprentices.

12. That all employers shall provide men with soldering-bolts, iron-pipe-fitting tools, metal-pots, plumbing-irons, mandrills, and files, and the employees shall find the balance of tools required for their work.

13. That all wages shall be paid weekly.

14. That so soon as the rules of the union permit any person of good character and sober habits, and a competent tradesman, to become a member on payment of an entrance fee not exceeding 5s., upon his written application, without ballot or other election, and so to continue upon contributing subscriptions not exceeding 6d. per week, the employers shall employ members of the union in preference to non-members, provided that there are members of the union available, without undue delay, equally qualified to perform the particular work required; but this clause shall not interfere with engagements subsisting between employers and non-unionists at the time of the making of these recommendations.

15. That these recommendations shall come into force on the 1st day of November, 1901, and shall remain in force until the 31st day of October, 1904, excepting in the case of employers who shall be exempted for a period of three months in respect of workmen employed on contracts entered into prior to the 1st day of August, 1901.

A. H. COLLINS, Chairman.

Supreme Court, Auckland, 11th September, 1901.