

(87.) WELLINGTON TINSMITHS.—RECOMMENDATIONS.

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 Tinplate and Sheet-metal Operatives' Industrial Union of Workers and the Wellington Tinware-manufacturing Company (J. A. Plimmer, proprietor), Featherston Street, Wellington; T. Ballinger and Co. (Limited), 32, Victoria Street, Wellington; Ballinger Brothers, Waring Taylor Street, Wellington; I. Jackson and Son, Manners Street, Wellington; E. H. Crease and Son, Quin Street, Wellington; W. and G. Turnbull and Co., Customhouse Quay, Wellington; Nelson, Moate, and Co., Grey

Street, Wellington; Wellington Biscuit Company, Victoria Street, Wellington; Ramsay Brothers, Courtenay Place, Wellington (trading as Taylor, Ramsay, and Co.); C. Martin, Tory Street, Wellington; Jenkins and Mack, Lambton Quay, Wellington; T. Garland, Taranaki Place, Wellington; S. Danks and Son, Brandon Street, Wellington; J. Nicol, Lower Cuba Street, Wellington; F. W. Smith, Rintoul Street, Newtown; Wellington Gas Company, Courtenay Place, Wellington; J. Adams, Mulgrave Street, Wellington; Judd and Randall, Molesworth Street, Wellington; James Bald, Napier; Cooper and Co., Napier; H. Williams and Son, Napier; Frederick Albrecht, Woodville; Herbert Beale, Masterton; Charles M. Burrell, Wanganui; William Beaumont, Wanganui; D. W. May, Wanganui; Joseph Piper, Petone; George Hardley, Lower Hutt; Wilkins and Field, Wellington—employers; and of a reference thereof for settlement.

THE Board, having heard the Wellington Tinsplate and Sheet-metal Operatives' Industrial Union of Workers by its representatives duly appointed, and having heard several employers who as parties to the dispute appeared in person before the Board, and having given proper opportunities for the parties to the dispute to offer evidence if they desired to, and having carefully considered all the particulars of the dispute, doth hereby recommend that the dispute be settled on the following conditions:—

1. That 46½ hours shall constitute a week's work, made up as follows: Eight hours and a half on each of five days in the week and four hours on Saturday. Ordinary timework on Saturday to cease at 12 o'clock noon.

2. That only two classes of labour be recognised—journeymen and apprentices.

3. That piecework shall not be permitted.

4. That, except as hereinafter provided, the minimum rate of wages of journeymen tinsplate and sheet-metal operatives shall be at the rate of 1s. 2d. per hour per man.

5. That all tools necessary be provided by the employer.

6. That any workman who considers himself not capable of earning the minimum wage may be paid such less sum (if any) as shall from time to time be agreed upon in writing between two employers and the chairman and the secretary of the union; and in default of such agreement, as shall be fixed in writing by the Chairman of the Conciliation Board for the industrial district upon the application of such workman after twenty-four hours' notice to the secretary of the union, who shall, if desired by him, be heard by such Chairman upon such application.

7. That all time worked beyond the hours hereinbefore mentioned, each day to stand by itself, shall be considered overtime, and shall be paid for at the following rates: From 5 p.m. to 9 p.m., time and a quarter; from 9 p.m. till 12 midnight, time and a half;

and from midnight till the hour of beginning work next morning, double rates. On Saturdays overtime shall be paid for at time-and-a-half rates from 12 o'clock noon. Work done on Christmas Day, Good Friday, and Sunday shall be paid for at double rates. Work done on all other recognised general holidays—viz., New Year's Day, Easter Monday, the birthdays of the reigning Sovereign and the Heir-apparent, Labour Day, Anniversary Day, Boxing Day—shall be paid for at the rate of time and a half.

8. That all boys engaged in future to work at the trade shall be indentured apprentices for the term of five years. Three months' probation to be allowed before indenturing if required. All boys at present engaged working at the trade shall, within one month from the time for the coming into operation of this recommendation, be indentured for the unserved balance of a period of five years if legally practicable.

9. That the rates of pay for apprentices shall be—for the first year, 5s. per week; second year, 10s. per week; third year, 15s. per week; fourth year, £1 per week; and fifth year, £1 10s. per week.

10. That the rates of pay specified in paragraph 9 shall be minimum.

11. That the proportion of apprentices to journeymen shall be one to every three journeymen or fraction of every three journeymen.

12. That, for the purpose of determining the proportion of apprentices to journeymen, the journeymen taken into account must have been employed by the employer in the establishment in which such apprentices shall be taken for the preceding six calendar months for at least two-thirds of full time.

13. That any workman employed upon work outside the city boundaries shall be paid for his time in travelling to and returning from such work, and shall also be paid any travelling-expenses necessarily incurred by him. If any such workman shall be necessarily detained from his home all night in connection with such work, such workman shall also be paid all expenses necessarily incurred by him for board and lodging.

14. That 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.

15. That all employers keep a record of journeymen and apprentices employed, and rate of wages paid to each employee.

16. As far as W. and G. Turnbull and Co., E. H. Crease and Son, and Nelson, Moate, and Co. are concerned, this recommendation shall bind them if they shall manufacture tinware for sale otherwise than genuine canisters for the package of goods sold by them; but if they shall not manufacture tinware otherwise than genuine canisters to enclose goods sold by them this recommendation shall not bind them.

17. That, except as otherwise provided in paragraph 16, then, as between the union and the members thereof and the employers and each and every of them named in this recommendation, the terms, conditions, and provisions set out in the foregoing paragraphs shall be binding upon the union and 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 the union and 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 recommendation, 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.

That the settlement shall be for two years, from the 10th October, 1901, to the 9th October, 1903 (both days inclusive).

Given under my hand, at Wellington, this 3rd day of September, 1901.

JOHN CREWES, Chairman.