

## (88.) WELLINGTON TRAMWAY DRIVERS.—AGREEMENT.

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

Before the Court of Arbitration in the Wellington Industrial District.—In the matter of an industrial dispute between the Wellington Drivers' Industrial Union of Workers and the Mayor, Councillors, and Citizens of the City of Wellington.

THIS dispute, coming before the Court of Arbitration in consequence of applications made by the above-named parties within one month after the filing of the recommendations of the Board of Conciliation, dated the 18th day of February, 1901, referring such dispute to this Court for settlement, this Court doth hereby, by consent of the said parties, award and declare as follows:—

**PART 1.**—As to the Tramway Drivers employed by the Wellington City Corporation.

1. *Hours.*—Tramway drivers shall work on an average of fifty-two hours per week, including Sundays; the average to be taken over four weeks. Sunday work not to average more than two hours and a half per Sunday during the year, and not to exceed five hours and forty minutes on any one Sunday. All Sunday work in excess of the foregoing to be paid for at overtime rate.

2. *Stable-work.*—The tramway drivers shall not be required to do any stable-work.

3. *Wages.*—The rate of pay for tramway drivers shall be £2 5s per week.

4. *Overtime.*—The pay for overtime shall be at the rate of time and a half for the overtime actually worked.

5. *Holidays.*—Christmas Day and Good Friday shall be clear holidays. That each driver be allowed as holidays seven consecutive days in each year at the time to suit the convenience of the Corporation.

6. *Day of Payment.*—That the tramway drivers be paid fortnightly on Fridays before 8 p.m.

7. *Working-hours.*—That the time for commencing and leaving off work shall be decided from time to time by the Corporation.

**PART 2.**—As to all Drivers (other than Tramway Drivers) employed by the Wellington City Corporation.

8. *Hours.*—The ordinary hours for the abovementioned drivers shall be forty-seven hours and five minutes per week.

9. *Wages.*—The drivers of two horses shall be paid £2 10s. per week, and drivers of one horse £2 5s. per week.

10. *Wages for Drivers of Dust and Rubbish Carts.*—The wages for drivers of scavenging-carts shall be £2 5s. per week, and the wages of drivers of rubbish-carts shall be £2 10s. per week.

11. *Drivers of Nightsoil-carts.*—These drivers are not dealt with in this award.

12. *Holidays.*—Corporation drivers shall have and be paid for the following holidays: New Year's Day, Anniversary Day, Good

Friday, Easter Monday, Sovereign's birthday, Labour Day, Prince of Wales's Birthday, Christmas Day, and Boxing Day.

13. *Overtime*.—The pay for overtime for Corporation drivers shall be at the rate of time and a quarter for the time actually worked for the first two hours and time and a half afterwards. All work on Sundays and holidays (except the necessary work of looking after the horses) to be paid for at the rate of double time for the time actually worked.

14. *Stable-hours*.—Each Corporation driver shall feed, water, and groom his horse (or horses), and clean their harness, without extra pay, attending for that purpose an hour before commencing work in the morning, and not more than an hour after leaving off work in the evening.

15. *Pay-day*.—Corporation drivers are to be paid on each alternate Friday.

16. *Stablemen*.—In all stables where fifteen or more horses are kept a stableman shall be employed.

17. *Drivers incapable of earning Minimum Wage*.—That any driver who, on account of youth, infirmity of old age, or any other reason, may consider himself incapable of earning the minimum wage fixed for competent Corporation drivers in this part of this award may be paid such less sum (if any) as shall from time to time be agreed upon between the officers of the Corporation and the said union, or as shall, in case of difference, be fixed by the Mayor for the time being for the city.

PART 3.—As to Tramway and all other Drivers affected by this award.

18. *Preference to Unionists*.—If and so long as the rules of the Wellington Drivers' Industrial Union of Workers shall permit any driver employed in this industrial district, and also any competent driver now residing or who may hereafter reside in such district, to become a member of such union upon his written application (without ballot or other objection), and upon payment of an extra fee not exceeding 5s., and upon terms of paying subsequent subscriptions, whether payable weekly or not, at a rate not exceeding 6d. per week, then the City Corporation shall, in the engagement of drivers, employ members of the said union in preference to non-members, provided there are members of the union equally competent (in the opinion of the Mayor for the time being of the city, in case of difference between the officers of the Corporation and the union) as non-members to perform the particular work required to be done and ready and willing to undertake it. When members of the union and non-members are employed together there shall be no distinction between them, and they shall work together in harmony and under the same conditions, and shall receive equal pay for equal work. The foregoing parts of this clause are, however, subject to the further condition that the fact that the rules of the union permit drivers to become members as

aforesaid upon the terms above mentioned shall be advertised by the union in the *New Zealand Times* and *Evening Post* newspapers.

19. *Breaches and Penalties.*—The Court hereby fixes and determines that every failure by either the said union or any member thereof for the time being on the one hand, or by the City Corporation on the other hand, to perform or observe any of the foregoing clauses and provisions of this award shall constitute a breach of this award, and that the sum of £500 shall be the maximum penalty payable in respect of any such breach.

20. *Construction of Award.*—Any difference arising as to the meaning and intention of any of the foregoing provisions of this award shall be referred to the President for the time being of the Court of Arbitration, whose decision shall be final.

21. *Duration of Award.*—This award shall be in force for two years from the day of the date borne by it (being the day on which it is signed by the President of the Court and sealed with the seal of the Court).

Dated this 6th day of September, 1901.

THEO. COOPER, J.,  
President of the Court of Arbitration.

The Mayor, Councillors, and Citizens of the City of Wellington hereby signify their consent to the making of the above award. Given under their common seal, this 15th day of August, 1901, in the presence of—

JOHN G. W. AITKEN, Mayor.  
JOHN SMITH, Jun., Councillor.  
R. TAIT, Acting Town Clerk.

The Wellington Drivers' Industrial Union of Workers hereby signify their consent to the making of the above award. Given under their common seal, this 15th day of August, 1901.

W. HANNIFIN, President.  
ALLAN ORR, Secretary.  
H. W. WORGER, Vice-president.

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(89.) WELLINGTON TYPOGRAPHERS.—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 Typographical Industrial Union of Workers and various employers [for names see original in Clerk of Awards' office] in the Wellington Industrial District, and of a reference thereof for settlement.

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