

## (90.) WELLINGTON BLACKSMITHS.—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 Farriers and General Blacksmiths' Industrial Union of Workers and the Wellington and Suburbs Master Horse-shoers' Industrial Union of Employers (A. V. Knapp, president, Herbert Street, Wellington); T. P. Lyons, Abel Smith Street, Wellington; J. J. Curtis, Customhouse Quay, Wellington; the Wellington City Council, Brandon Street, Wellington; R. Styles, Johnsonville; J. Elvines, Hutt Road, Petone; F. Finch, Petone; G. McIlvride, sen., Lower Hutt; G. McIlvride, jun., Lower Hutt; T. Boyd, Upper Hutt; William J. Carter, Lower Hutt; James George, Pahautanui; Joshua Dixon, Porirua—employers; 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:—

1. That only three classes of labour shall be recognised—journeymen, floormen, and apprentices. Journeymen to mean any farrier or general smith competent at the trade.

2. That, except for the employees of the Wellington City Council, the ordinary week's work shall consist of forty-six hours—not more than eight hours and a quarter ordinary time to be worked in any one day, and this must be between the hours of 7 a.m. and 6 p.m., on five days of the week; and on Saturdays ordinary time must not exceed four hours and three-quarters, and must be worked between 7 a.m. and 1 p.m. For the employees of the Wellington City Council employed at this trade the hours shall be as at present.

3. That, except as otherwise provided in this recommendation, the minimum rate of wage for a farrier or a general smith shall be 10s. 8d. per day, and for a floorman 8s. 6d. per day.

4. That all time beyond the time specified as ordinary time in clause 2 shall be considered overtime, and work done in it shall be paid for at the rate of time and a quarter.

5. That all boys taken on after the 1st September, 1901, to work at the trade shall be legally indentured for six years' apprenticeship, except that, anything in this recommendation to the contrary notwithstanding, three calendar months' probation shall be allowed before it be decided whether the boy shall be kept or not, the three calendar months to be counted as part of the six years' apprenticeship if the boy is indentured.

6. The proportion of boys employed by any employer shall not exceed one boy to two tradesmen. An apprentice shall be entitled to a fire when he has served three years of his apprenticeship. In the case of small shops where no journeyman is employed one apprentice in each shop shall be allowed.

7. That arrangements existing between employers and apprentices at the present time shall not be prejudiced; but any employer having an apprentice under any agreement must, within three months from the time of the coming into operation of this agreement, cause the apprentice to be legally indentured for the unserved portion of a six-years period if legally practicable.

8. The minimum rates of wages to be paid to apprentices shall be at per week—7s. 6d. per week for the first year; 12s. 6d. per week for the second year; 17s. 6d. per week for the third year; £1 2s. 6d. per week for the fourth year; £1 10s. per week for the fifth year; and £2 per week for the sixth year.

9. All statutory holidays to be paid for at the usual rate of pay, and if worked on to be paid double.

10. The number of labourers shall be unrestricted, provided they are strictly confined to the work of labourers.

11. Piecework shall not be allowed.

12. That the employers employ members of the union in preference to non-members, provided there are members of the union qualified to do the particular work required to be done and ready and willing to do it.

13. That any journeyman who considers himself not capable of earning the wage hereinbefore prescribed may be paid such less

wage as may from time to time be agreed upon in writing between him and the president or secretary of the Wellington Farriers and General Blacksmiths' Industrial Union of Workers; and, in default of such agreement within twenty-four hours after such journeyman has applied in writing to the secretary of the union stating his desire that such wage shall be so agreed upon, as shall be fixed in writing by the Chairman of the Conciliation Board for the industrial district upon the application of such journeyman after twenty-four hours' notice in writing to the secretary of the union, who shall, if desired by him, be heard by such Chairman on such application. Any journeyman whose wage has been so fixed may work and be employed by any employer 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. The number of men whose wage has been fixed under this clause employed by any employer shall not at any one time exceed the proportion of one of such men to every two men to whom are paid wages at the rate specified in paragraph 3.

14. That, as between the Wellington Farriers and General Blacksmiths' Industrial Union of Workers in this clause (hereinafter called "the workers' union") and the members thereof, and the Wellington and Suburbs Master Horse-shoers' Industrial Union of Employers in this clause (hereinafter called "the employers' union") and the members thereof, and as between the workers' union and the members thereof and each of the employers separately above named, the terms, conditions, and provisions of this recommendation shall be binding upon the workers' union and upon every member thereof, and upon the employers' union and every member thereof, and upon the employers and each and every of them; and, further, that the workers' union and every member thereof, and the employers' 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 this recommendation required to be done, observed, and performed, and shall not do anything in contravention of this recommendation, but shall in all respects abide by and observe the same. And the Board doth hereby recommend that the sum of £100 shall be the maximum penalty payable by any party or person in respect of any breach of this recommendation; provided, however, that the aggregate amount of penalties payable under or in respect of this recommendation shall not exceed the sum of £500.

That the settlement shall be for two years, from the 24th October, 1901, to the 23rd October, 1903 (both days inclusive).

Given under my hand, at Wellington, this 19th day of September, 1901.

JOHN CREWES, Chairman.