

(93.) WELLINGTON BRICK AND TILE WORKERS.—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 Brick, Tile, Drain and other Pipe, and Pottery Makers' Industrial Union of Workers and Peter Hutson, brick and pottery maker, Wallace Street, Wellington; William Murphy, brick and pipe maker, Taranaki Street, Wellington; Herbert Hill, brick and pipe maker, &c., Rolleston Street, Wellington; James Trevor, brickmaker, Adelaide Road, Wellington; John Overend, brickmaker, Rolleston Street, Wellington; Enoch Tonks, brickmaker, Webb Street, Wellington; Henry Norris, brickmaker, Upper Adelaide Road, Wellington; William Alfred Chote, brickmaker, Oliver Street, Wellington; W. C. Stephens, brickmaker, Brooklyn; A. Whiteford, brickmaker, Adelaide Road, Wellington; Richard Patching, brickmaker, Adelaide Road, Wellington; William Malin, brickmaker and contractor, 278, Adelaide Road, Wellington; 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, except for night burners, assistant night burners, and night men, the week's work shall consist of forty-six hours and a quarter, divided as follows: On Monday, Tuesday, Wednesday, Thursday, and Friday in each week work shall commence at 7.45 a.m. and cease at noon, recommence at 12.50 p.m., and cease at 5 p.m. On Saturday in each week work to commence at 7.45 a.m. and cease at 11.55 a.m.

Class 1.—Brick-yards.

(1.) Competent burners and finishers to be paid a minimum wage of 1s. 3d. per hour.

(2.) Assistant burners and finishers to be paid a minimum wage of 1s. 0½d. per hour.

(3.) Competent setters and drawers to be paid a minimum wage of 1s. 3d. per hour.

(4.) Assistant setters and drawers to be paid a minimum wage of 1s. 0½d. per hour.

(5.) Competent off-bearers and temperers from brick-machines to be paid a minimum wage of 1s. 0½d. per hour.

(6.) Competent labourers to be paid a minimum wage of 1s. per hour.

(7.) That the number of boys in this class shall not exceed the proportion of one to three or fraction of the first three men, an additional one for the second three or fraction of the second three men, and one to each three men above that.

(8.) That the minimum rate of wage for boys in this class shall be—For boys from sixteen to seventeen years of age, 16s. per week ; seventeen to eighteen years of age, £1 per week ; eighteen to nineteen years of age, £1 2s. 6d. per week ; nineteen to twenty years of age, £1 6s. per week ; twenty to twenty-one years of age, £1 16s. per week ; above twenty-one years of age, full pay for man.

(9.) That night burners working at down-draught kilns shall be paid not less than 10s. per night of not more than eight hours in any one night.

(9A.) That night burners at Hoffman kilns shall be paid not less than 10s. per night of not more than ten hours in any one night.

(9B.) That the demand for time and a half for casual labour be and is hereby nullified.

Class 2.—Pottery-works.

(1.) Competent pressers and throwers to be paid a minimum wage of 1s. 3d. per hour.

(2.) Competent burners to be paid a minimum wage of 1s. 3d. per hour.

(3.) Competent setters and drawers to be paid a minimum wage of 1s. 3d. per hour.

(4.) Competent labourers to be paid a minimum wage of 1s. per hour.

(5.) That, except as otherwise provided in this class, the number of boys shall not exceed the proportion of two boys to one man, and that the minimum rates of wages for boys shall be—For boys from fifteen to sixteen years of age, 10s. per week ; sixteen to seventeen years of age, 14s. per week ; seventeen to eighteen years of age, 17s. 6d. per week ; eighteen to nineteen years of age, £1 per week ; nineteen to twenty years of age, £1 4s. per week ; twenty to twenty-one years of age, £1 10s. per week ; twenty-one to twenty-two years of age, £1 13s. per week ; above that age, full pay for man.

(6.) Questions as to increase in the number or proportion of boys in this class at any time while this recommendation is in force shall be decided by Mr. Hutson and one representative of the union. Should they be unable to agree, then the Chairman of the Board of Conciliation shall decide.

Class 3.—Drainpipe and Salt-glazed Sanitary Ware, &c.

(1.) Competent burners and finishers to be paid a minimum wage of 1s. 3d. per hour. Assistants, 1s. 0½d. per hour.

(2.) Competent setters and drawers to be paid a minimum wage of 1s. 3d. per hour.

(3.) Competent maker of salt-glazed connections to be paid a minimum wage of 1s. 1½d. per hour.

(4.) Competent socketers or flangers to be paid a minimum wage of 1s. 1½d. per hour.

(5.) Competent labourers to be paid a minimum wage of 1s. per hour.

(6.) Night men or assistant night burners to be paid a minimum wage of 1s. 1d. per hour.

(6A.) That the demand for time and a half for casual labour in this class be and is hereby nullified.

(7.) That the number of boys in this class shall not exceed the proportion of one to three or fraction of the first three men, an additional one for the second three or fraction of the second three men, and one to each three men above that.

(7A.) That the minimum rate of wage for boys in this class shall be—For boys from fifteen to sixteen years of age, 12s. per week; sixteen to seventeen years of age, 16s. per week; seventeen to eighteen years of age, £1 per week; eighteen to nineteen years of age, £1 2s. 6d. per week; nineteen to twenty years of age, £1 6s. per week; twenty to twenty-one years of age, £1 16s. per week; above twenty-one years of age, full pay for man.

2. That the demand for 1s. 4d. per hour to be paid for casual labour when the minimum wage is £2 8s. per week, with proportional increase in the case of higher-paid workmen, be and is hereby nullified.

3. That for Class 2 overtime worked beyond the hours specified in this recommendation shall be paid for at the rate of time and a quarter. In Classes 1 and 3 overtime shall be paid for at the following rates—viz., time and a quarter for the first two hours and time and a half afterwards. Provided that the provisions of this clause shall not prevent a day-worker from taking a turn at night burning at ordinary time rate. Each day and night shall stand alone for the purpose of reckoning overtime.

4. Any workman not capable of earning the minimum rate of wage fixed for his class of work and wishing to have employment shall apply to the industrial union of workers for a permit to work for such less rate of pay as shall be agreed upon between the chairman or secretary of the said union and the employer from whom employment is asked, or, should they be unable to agree, at such rate as shall be fixed by the Chairman of the Board of Conciliation. The time for such permit shall be for six calendar months. The permit shall be signed by the Chairman of the Conciliation Board, and its conditions shall be binding upon all parties concerned.

5. That no boy under sixteen years of age shall be allowed to do cutting-off on a brick-machine.

6. That all wages shall be paid weekly on Saturday of each week, at or before 12 o'clock noon.

7. If and after the union shall so amend its rules as to permit only any person now employed in this industrial district in work specified in this recommendation, and any other person now residing or who may hereafter reside in this industrial district, and who is a competent worker at work specified in this recommendation, to become a member of the union upon payment of an entrance-fee not exceeding 5s., and of 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 ballot or other election, then and in such case and thereafter the employers shall, when engaging a worker to do the kinds or any of the kinds of work specified in this recommendation, employ members of the union in preference to non-members, provided 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. This clause, however, shall not affect any worker already working at the kinds of work specified in this recommendation while he continues in the employ of the employer for whom he is working or by whom he is employed at present.

8. That the following holidays shall be allowed: New Year's Day, Good Friday, Easter Monday, King's Birthday, Labour Day, Prince of Wales's Birthday, Christmas Day, Boxing Day, and Anniversary Day. All employees under and up to the age of eighteen years shall be paid for all the holidays named in this clause, at the ordinary rates specified in this recommendation, when they do not work, and, if they do work, at the rate of double time. Other workers to be paid for holidays only when they work on them, and then at the rates of—for Christmas Day and Good Friday, time and a half; and for the other days named in this clause, time and a quarter.

9. That for any breach of the foregoing forms, conditions, and provisions the sum of £500 shall be the maximum penalty payable by any party or person in respect of any such breach.

10. That clause 10 of the "demands" be and is hereby nullified.

11. That the settlement shall be for two years, from the 9th December, 1901, to the 8th December, 1903, both days inclusive.

Given under my hand, at Wellington, this 30th day of October, 1901.

JOHN CREWES, Chairman.

(94.) WELLINGTON TAILORS.—REPORT OF BOARD.

Before the Board of Conciliation in the Wellington Industrial District.—In the matter of an industrial dispute between the Wellington Tailors' Industrial Union of Workers and Davies and Evans, Napier; Arsene le Petit, Napier; Horton and Sons, Napier; John Martin, Napier; Ringland Bros., Napier; W. Dodds, Napier; Reardon and Wright, Napier; Blythe and Co., Napier; Thomas Nisbet, Hastings; F. E. Storey, Dannevirke; T. Wysocki, Dannevirke; Armstrong and Co., Masterton; Krahagen and Harford, Masterton; Henderson and Co., Masterton; Clarke and Manifold, Pahiatua; J. G. McDonald, Marton; Farmers' Co-operative Association, Palmerston North; E. Playle, Greytown; J. G. McWaught, Wanganui; J. J. Buckrell, Wanganui; T. Dixon, Wanganui; R. W. White, Wanganui; H. Neverman, Wanganui; A. J.