

(87.) CHRISTCHURCH PAINTERS.—RECOMMENDATIONS.

Board of Conciliation, Canterbury District,
Christchurch, 2nd July, 1901.

SIR,—

Nos. 249 and 251.—Christchurch Painters' Industrial Union
and Master Painters' Association, and T. Gapes and others.

The Board's recommendation in the above case is as follows:—

The recognised hours of work shall be from 8 a.m. to 5 p.m. on
five days of the week and from 8 a.m. to 12 noon on Saturdays, one
hour to be allowed each day for dinner (Saturdays excepted), from

the 1st September to the 30th April (both inclusive); and from the 1st May to the 31st August one half-hour for dinner, and to leave off work at 4.30; Saturdays, from 8 a.m. to 12 noon.

All journeymen (except those hereinafter mentioned) working at any branch of the trade for any employer shall be paid not less than 1s. 1½d. per hour. Wages shall be paid weekly and in cash, and when not paid on the job walking and waiting time shall be paid for; provided this condition as to payment shall not apply where two men or less are employed in any job. Men who are over the age of fifty-five years may work for a lesser rate than 1s. 1½d. per hour, but such lesser sum shall not be below 7s. per day.

Subject to preference clause, any workman who is not considered capable of earning 1s. 1½d. per hour shall be paid such lesser sum, if any, as shall from time to time be agreed upon in writing between such workman and a committee composed of the chairman and secretary of the Painters' Industrial Union of Workers and the chairman and secretary of the Master Painters' Association; and in default of such agreement, then as may be fixed by the Chairman for the time being of the Canterbury Conciliation Board upon the application of such workman, twenty-four hours' notice of such application to be given to the secretary of the union, who shall (if desired by him) be heard by the Chairman upon such application.

All time worked beyond the time mentioned in Rule 1 shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first four hours, and time and a half afterwards.

Overtime on holidays and Sundays to be paid for at double rates. The following holidays shall be observed: New Year's Day, Good Friday, Easter Monday, birthday of reigning Sovereign, Duke of York's Birthday, Metropolitan Show Day, Anniversary Day, Christmas Day, Boxing Day, and Labour Day.

Union Men to have Preference.—Employers shall employ members of the Christchurch Painters' Union, or members of any other properly constituted union of painters, in preference to non-members, provided that the members of the union are equally qualified with non-members to perform the particular work to be done, and are ready and willing to undertake it. When non-members are employed there shall be no distinction between members and non-members; both shall work together in harmony, and both shall work under the same conditions, and receive equal pay for equal work. Employers shall give men twenty-four hours' notice of their discharge, and *vice versa*.

The union shall at all times keep in some convenient place within one mile from the Chief Post-office in Christchurch a book to be called "the employment-book," wherein shall be entered the names and exact addresses of all members of the union for the time being out of employment, with a description of the branch of the trade in which such workman claims to be proficient, and the names and addresses and occupation of every employer by whom each such

workman shall have been employed during the preceding two years. Immediately upon such workman obtaining employment a note thereof shall be entered in such book, and any change of address of any such workman shall also forthwith be entered in such book. The executive of the union shall use their best endeavour to verify all the entries contained in such book, and shall be answerable as for a breach of this award if any such entry therein shall be wilfully false to their knowledge, or in case they shall not have used reasonable endeavours to verify the same. Such book shall be open to every employer without fee or charge at all hours between 8 a.m. and 5 p.m. on every working-day. If the union fail to keep the employment-book in manner provided by this condition, then and in each case, and so long as such failure shall continue, any employer may, if he so thinks fit, employ any person or persons, whether a member of the union or not, to perform the work required by him to be performed, notwithstanding the foregoing provisions. Notice by advertisement in the two morning daily papers published in Christchurch shall be given by the union of the place where such employment-book shall be kept, and of any change in such place. (N.B.—The above-mentioned book will be kept until further notice in the Cabmen's and Carriers' Telephone-office, Cathedral Square.)

Employers shall not place any obstacle in the way of the representative of the union collecting, or endeavouring to collect, moneys due to the union from its members, provided the same be done out of working-hours.

All apprentices shall be legally indentured for the term of five years. Shops to be allowed one apprentice every two years. Employers shall encourage their apprentices to attend the painting and decorating classes at the School of Art. Should an employer, from an unforeseen cause, be unable to carry out his obligation to his apprentice, it shall be permissible for the apprentice to complete his term with another employer, and the fact of such employer already having his full complement of apprentices shall not debar him from taking on such extra apprentice. Wages shall be paid apprentices at the rate of 5s. per week for the first year, 10s. per week for the second year, 15s. for the third year, £1 for the fourth year, £1 5s. for the fifth year.

Suburban and Country Work.—Workmen shall be one mile walking limit from their employer's place of business at 8 a.m. When a job is more than one mile, and not more than three, they shall travel to and from the job in their own time, and shall be conveyed or have their travelling-expenses paid to and from the job. When the job is more than three miles, and not more than eight miles, they shall travel one way in their own time and one way in the employer's time, and shall be conveyed or have their travelling-expenses paid to and from the job. When the job is more than eight miles, they shall travel to and from the job in the employer's time, and shall be conveyed or have their travelling-expenses paid to and from

the job. These distances to be reckoned from the employer's place of business. When the distance necessitates lodgings, workmen shall be paid 1s. 6d. per day extra, or have their board found. No workman shall work any overtime in respect of such board.

An industrial agreement embodying the foregoing conditions to be entered into between the parties interested on or before the 16th July, 1901, and to remain in force until the 30th June, 1903.

I have, &c..

A. H. TURNBULL,
Chairman, Conciliation Board, Canterbury District.
The Clerk of Awards, Christchurch.

Board of Conciliation, Canterbury District,
Christchurch, 12th July, 1901.

SIR,—
Nos. 249 and 251.—Christchurch Painters' Industrial Union of Workers and Master Painters' Association, and T. Gapes and others.

I have to report that, in connection with the above disputes, the Board has been unable to effect any settlement.

I have, &c.,

A. H. TURNBULL,
Chairman, Conciliation Board, Canterbury District.
The Clerk of Awards, Christchurch.

(88.) CANTERBURY FREEZERS.—RECOMMENDATIONS.

Board of Conciliation, Canterbury District,
Christchurch, 19th July, 1901.

SIR,—
No. 253.—Canterbury Freezers' Industrial Union of Workers and the Canterbury Frozen Meat Company, and the Christchurch Meat Company (Limited).

In this case the Board was handicapped by the employers' side declining to make any statement, cross-examine witnesses, or tender any evidence.

The Board's recommendation is as follows:—

1. The rate of pay shall be as follows: 1s. 1½d. per hour between the hours of 8 a.m. and 5 p.m.; 1s. 6d. per hour before the hours of 8 a.m. and after 5 p.m.

2. Double time shall be paid for the following days: Sundays, New Year's Day, Good Friday, Easter Monday, Christmas Day, Boxing Day, and Anniversary Day; time and a half for the birthday of the reigning Sovereign and Labour Day.

3. No freezers shall be asked to work outside at a lower rate of pay while work is going on in the chambers.

4. That employers shall, as far as possible, notify men whether their services are required the following day, also that waiting-time should be, as far as possible, avoided.

5. That the freezing companies employ men direct.