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(91.) CHRISTCHURCH TINSMITHS.--AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," this 8th day of August, 1901, between the Christchurch Tinsmiths and Sheet-metal Workers' Industrial Union of Workers (hereinafter called "the workmen's union") of the one part, and the several persons, companies, and firms whose names are subscribed to this agreement (hereinafter called "the employers") of the second part.

Now it is hereby agreed between the workmen's union and every member thereof and the employers parties hereto and each and every of them in manner following, that is to say,—

1. Forty-eight hours shall constitute a week's work, made up as follows: namely, from Monday to Friday inclusive, eight hours and three-quarters' work, and on Saturdays four hours and a quarter's work. Work shall cease at noon on Saturday.

2. Only two classes of labour shall be recognised—namely, journeymen and apprentices.

3. Piecework shall not be permitted.

4. Except as hereinafter provided, the minimum rate of wages of journeymen coppersmiths, galvanisers, black-iron workers, and tinsmiths shall be 9s. per day of eight hours.

5. All necessary tools to be provided by the employer.

6. Any workman who considers himself not capable of earning the minimum wage may be paid such less (if any) as shall from time to time be agreed upon in writing between such workman 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 on such application.

7. All time worked beyond the hours hereinbefore mentioned shall be considered overtime, and shall be paid for at the following rates: namely, from 5 p.m. to 9 p.m., time and a quarter; from 9 p.m. to 12 midnight, time and a half; and from midnight till the hour of beginning work next morning, double rates. On Saturday overtime shall be paid for at time-and-a-half rates from 12 o'clock noon. Work done on Christmas Day, Good Friday, Anniversary Day, and Sunday shall be paid for at double rates; work done on all other recognised general holidays—namely, New Year's Day, Easter Monday, the birthday of the reigning Sovereign and the Heir-Apparent, Labour Day, and Boxing Day—shall be paid for at the rate of time and a half.

8. All boys working at the trade shall sign an agreement within three months of being engaged to serve for a period of five years as apprentice; such agreement to be made in such mode and manner as shall make it equally binding on the employer, who shall also agree to teach the apprentice any (or all) branches of the trade agreed upon, the agreement only to be broken by the employer upon his proving to the satisfaction of the president or secretary of the union, one other employer, and the Chairman of the Conciliation Board that the boy has been guilty of wilful disobedience, gross immorality, or incompetence. This clause shall not apply to boys working at the trade prior to the 9th day of March, 1899.

9. Apprentices shall be paid during the first year of their service the sum of 5s. for each and every week, with an increase at the

commencement of each subsequent year of 5s. per week, until the commencement of the fifth year, when the increase shall be 10s. per week.

10. All apprentices, whether now serving an apprenticeship or not, and whether under agreement or not, shall be paid the minimum rate of wages mentioned in the last paragraph.

11. The proportion of apprentices shall be one to every three journeymen or fraction of the first three journeymen; but if and upon the last engaged apprentice in the shop having completed three years of his term of apprenticeship, it may be lawful for the employer of the said apprentice to engage another apprentice, notwithstanding anything hereunder contained.

12. 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. Any workman employed upon work outside his employer's place of business shall be paid for his time in travelling to and returning from such work, and shall also be paid 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. Employers shall 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 are 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, same to be open for inspection by the Chairman of the Conciliation Board or his appointee upon application being made to him by any party to this agreement.

16. The failure by the parties hereto, or either or any of them, to observe and perform any matter or thing contained in the foregoing clauses, and the doing of anything in contravention of the said terms, conditions, and provisions by any of the parties hereto, shall constitute a breach or breaches of this agreement within the meaning of the Conciliation and Arbitration Act of 1900.

17. If any party to this agreement shall in any particular commit or suffer a breach of this agreement or of the said terms, conditions, and provisions embodied in the foregoing clauses, or any of them, such parties shall forfeit and pay not less than £1 or such other penalty as the Arbitration Court shall fix, but so as in no case to exceed £500, and shall be enforceable as provided for in section 94 of "The Industrial Conciliation and Arbitration Act, 1900."

This agreement shall continue in force and be binding on the parties hereto until the 1st day of July, 1903.

As witness the hand of the parties.

Employers—Taylor and Oakley, James Mercer, H. J. Hardingham, J. Troup, Executors of A. J. White (*per pro* Mr. Reed), A. Hollobon, G. Adcock, Thos. Crompton, W. H. Harris, Wm. Congreve (*per R. C.*), E. Coppystone, Thomas Danks, T. P. Calvert and Son, A. Billens, G. H. Albrecht, Wm. Clark.

Witnesses to signatures of employers—R. A. Tucker, Salesman, Christchurch; F. C. Bigwood, Plumber, Christchurch; Chas. Brown, Salesman, Christchurch; W. L. Thomas, Clerk, Christchurch; J. B. Butler, Tinsmith, Addington; W. R. Crompton, Iron-worker, Christchurch; Alfred Baker, Tin-worker, Christchurch; Sidney Dixon, Salesman, Christchurch; Thos. E. Danks, Salesman, Linwood.

For the union—J. B. Butler, President; J. A. McCullough, Secretary.

Witness—D. R. Kennedy. Cabinetmaker, Princess Street, Riccarton.

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(92.) CANTERBURY TYPOGRAPHERS.—INDUSTRIAL AGREEMENT. THIS agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," this 8th day of August, 1901, between the Canterbury Typographical Association Industrial Union of Workers and Messrs. Smith, Anthony, Sellars, and Co. (Limited), Christchurch, provides as follows, that is to say:—

The parties above mentioned do hereby agree as follows: That, as between the union and the members thereof and the employers and each of them, the terms, conditions, and provisions set out in the schedule hereto and of this agreement shall be binding upon the union and the members thereof and upon the employers and each of them, and the said terms shall be deemed to be and they are hereby incorporated in and declared to form part of this agreement; and, further, the union and the members thereof and the employers and each of them shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, and provisions respectively agreed to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, and provisions, but shall in all respects abide by and observe and perform the same. And the said parties above mentioned do hereby agree that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of the agreement. And the parties above mentioned do hereby further agree that this agreement shall take effect from the 12th day of August, 1901, and shall continue in force until the 5th day of June, 1902.