

(93.) CANTERBURY TANNERS AND FELLMONGERS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1900”; and in the matter of an industrial dispute between the Canterbury Tanners, Fellmongers, and Skinners’ Industrial Union of Workers (hereinafter called “the union”) and the following employers:—Bowron Bros., Walter Hill, Webster and Co., W. H. Clarke, W. Wood, T. York, Butcher and Sprange, J. Beaumont, W. R. Travis, Murgatroyd Bros., Thomas T. Robson, — Giffkins, William Nicholls, the Canterbury Freezing Meat Company, the Christchurch Meat Company, B. Bartram, — Butcher, T. McDonald, D. McCaskill, Thomas Rooney, W. H. Alstead (hereinafter called “the employers”).

THE Court of Arbitration of New Zealand (hereinafter called “the Court”), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and the employers by their representatives duly appointed, and such witnesses as were produced before it, doth hereby order and award: 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 award 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 award; 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 award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and observe and perform the same. And the Court doth hereby further award and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that the sum of £100 shall be the maximum penalty payable by any party or person in respect of any such breach. And the Court doth further order that this award shall take

effect on the 26th day of August, 1901, and shall continue in force until the 26th day of August, 1903.

In witness whereof the seal of the Court of Arbitration hath been hereunto put and affixed, and the President of the Court hath hereunto set his hand, this 15th day of August, 1901.

THEO. COOPER, J., President.

THE SCHEDULE HEREINBEFORE REFERRED TO.

1. *Hours*.—A week's work shall consist of forty-eight hours, the week to end at 12 noon on Saturday. The working-hours shall be regulated between the hours of 7.30 a.m. and 6 p.m. on all days except Saturday, and between the hours of 7.30 a.m. and 12 noon on Saturdays, according to the requirements of each business. Every employer shall be entitled to the fullest control of his factory, and to make such rules and regulations (not inconsistent with these conditions) as he may deem necessary for the proper management of his business.

2. *Overtime*.—The first two hours' overtime on each day after the recognised hour for ceasing work shall be paid for at the rate of time and a quarter, and after that at the rate of time and a half.

3. *Holidays*.—The following days shall be recognised as holidays: New Year's Day, Good Friday, Easter Monday, Birthday of the reigning Sovereign, Labour Day, Show Day (if it shall not fall upon the King's Birthday), Anniversary Day, Christmas Day, and Boxing Day; and all work done on these days shall be paid for at the rate of time and a half, and any work done on Sundays double time.

4. *Minimum Wages*.—That all competent journeymen beamsmen shall be paid a minimum wage of £2 5s. per week. A "beamsman" is one who performs the work of unhairing, scudding, and fleshing hides.

5. *Other Workers*.—That all other workers in the tannery over the age of twenty-one years shall be paid a minimum wage of 10½d. per hour.

6. *Apprentices to the Business of Journeymen Beamsmen*.—That apprentices to the business of journeymen beamsmen may be employed in the proportion of one to every three or fraction of three journeymen who have been employed two-thirds full time during the previous six months. The wages of such apprentices to be: £1 per week for the first year, £1 5s. per week for the second year, £1 10s. per week for the third and last year. The term of apprenticeship to be for three years. All apprentices to be legally bound. All boys working in sheds at present, and not indentured, to be so bound for the remainder of their time up to three years' full service.

6A. *Boys and Youths under Twenty-one Years*.—The following shall be the wages paid to boys and youths under twenty-one years, employed in a tannery on work other than that in respect of which apprenticeship is provided for: From the age of fifteen to sixteen

years, 12s. 6d. per week ; from the age of sixteen to seventeen years, 15s. per week ; from the age of seventeen to eighteen years, 17s. 6d. per week ; from the age of eighteen to nineteen years, £1 per week ; from the age of nineteen to twenty years, £1 5s. per week ; from the age of twenty to twenty-one years, £1 10s. per week.

7. That no youth be employed as an improver after having served three years at the trade. That any case of hardship to an apprentice—such as an employer retiring from business, dying, or otherwise—by which he is unable to complete his full term, then that such an apprentice may be bound to another employer to complete his full term of three years' service.

8. *Pelt-fleshers.*—That pelt-fleshers receive as follows: Clean fleshers, 7½d. per dozen, seventeen dozen a day limit ; medium fleshers, 5d. per dozen, twenty-four dozen a day limit ; lambs or nobbling, 3d. per dozen, forty dozen a day limit ; parchment lining, 5d. ; linings, clean fleshes, 4d. per dozen ; cobbing, 1s. per dozen. That all workers not otherwise specified be paid according to their experience and ability at the work which they may be on. When two eight-hour shifts are worked, the night shift shall receive 12½ per cent. advance on ordinary sales. That preference be given to members of any New Zealand Tanners, Fellmongers, and Skinners' Union under equal competency clause. That in the case of any worker who, from old age, infirmity, or incompetency, may be unable to earn the minimum rate of wages, his wages shall be fixed by a committee consisting of the employer and two members of the union. In the event of this committee's failing to come to an agreement, then the matter may be referred to the Chairman of the Conciliation Board, whose decision shall be final.

9. *Preference of Employment.*—If and so long as the rules of the union shall permit any person now employed in the trade in this industrial district, and any person who may hereafter reside in this industrial district, and who is a competent journeyman, to become a member of such 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 a written application of the person so desiring to join the union, without ballot or election, then and in such case employers shall, when engaging a workman, employ members of the union in preference to non-members, provided that 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.

10. Until the rules of the union are, if necessary, altered in accordance with the provisions of the last preceding clause, employers may employ any person whether a member of the union or not ; but no employer shall discriminate against members of the union, and no employer shall, in the employment or dismissal of any person or in the conduct of his business, do anything for the purpose of injuring the union, whether directly or indirectly.

11. When members of the union and non-members are em-

ployed together there shall be no distinction between members and non-members, and both shall work together in harmony, and shall receive equal pay for equal work.

12. *Limitation*.—Nothing in these conditions shall apply to the chrome department, which has been dealt with in the carriers' award.

13. *Wool-scourers, Wool-washers, &c.*—The conditions hitherto existing in fellmongeries in all matters not expressly dealt with in this award shall continue as at present until the further order of the Court, the Court expressly reserving full power to make such award at such time and in such manner during the currency of this award in respect of all matters not dealt with in this award as it shall think fit.

14. This award shall take effect on the 26th day of August, 1901, and shall continue in force until the 26th day of August, 1903.

15. The foregoing paragraphs 1 to 14 inclusive embody the terms, conditions, and provisions referred to in the foregoing award, and are hereby declared to be incorporated in and to form part thereof.

In witness whereof the seal of the Court of Arbitration hath been hereto affixed, and the President of the Court hath hereunto set his hand, this 15th day of August, 1901.

THEO. COOPER, J., President.

(99.) CANTERBURY CURRIERS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of "The Industrial Conciliation and Arbitration Act, 1900"; and in the matter of an industrial dispute between the Canterbury Curriers' Industrial Union of Workers (hereinafter called "the union") and the following employers: Bowron Bros., Webster and Co., W. H. Travis, Eskitt and Payne (hereinafter called "the employers").

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award: 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 award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every