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(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

member thereof and the employers and each and every 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, order, 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 thereof. And the Court doth further order that this award shall take effect from 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 hereto 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 o'clock 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 arrangement of his business.

2. *Overtime*.—The first two hours' overtime worked 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. *Wages*.—All competent journeymen carriers shall receive not less than £2 10s. per week, which shall be the minimum rate, but shall not be paid for those holidays on which they shall not work.

5. *Tools*.—That the employer shall supply all tools required, such tools to remain the property of the employer, and shall be left on the premises after employment ceases.

6. *Machinery*.—That in the working of all machinery used in conjunction with the carriers' trade preference shall be given to carriers, provided that such carriers shall have had a previous experience

with such machines and are equally competent with other workmen who are not curriers. Apprentices to the curriers' trade shall be taught to use the machines.

7. *Working on the Beam*.—That no currier shall be kept more than one week continuously on the beam.

8. *Workmen recognised*.—That only two classes of workers shall be recognised (except as hereinafter stated)—namely, journeymen curriers and apprentices. No youth shall be employed as an improver after serving five years at the trade. In case of hardship to an apprentice, such as an employer retiring from business, dying, or otherwise being unable to continue business so as to enable the apprentice to complete his full term, then such apprentice may be bound again to another employer to complete the full term of five years.

10. Nothing in these conditions shall apply to the chrome department: Provided always that only curriers shall be employed in hand-shaving chrome.

11. Nothing in this award or these conditions shall be construed as declaring that hides and calf-skins dressed as chrome shall (except in the operation of hand-shaving, if performed) be deemed to be curriers' work.

12. Each shop shall be allowed an unskilled labourer to scour, handle sumac, make dubbin and colour, oil and hang.

13. *Apprentices*.—That the number of apprentices be one to each three or fraction of the first three journeymen, such journeymen to be employed for nine months previously at two-thirds full time. That all apprentices be indentured for five years. Their wages to be: For the first year, 5s. per week; for the second, 10s. per week; for the third, 15s. per week; for the fourth, £1 5s. per week; for the fifth, £1 15s. per week.

14. Apprentices shall be legally indentured for a term of five years. Any employer shall, before taking an apprentice, be entitled to take him for three months on probation, and if at the end of such probation he becomes a bound apprentice such period of three months shall be reckoned as a part of the period of apprenticeship which, under this paragraph, he is to serve.

15. *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.

16. 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.

17. When members of the union and non-members are employed 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.

18. *Incompetent Workmen.*—Any workman who considers himself not capable of earning the wage mentioned in paragraph 4 hereof may be paid such less wage as may from time to time be agreed upon in writing between any employer and the secretary or president of the union; and, in default of such agreement within twenty-four hours after such journeyman shall have applied in writing to the secretary of the union stating his desire that such wage shall be 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 shall have been so fixed may work and may 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.

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

20. The foregoing paragraphs 1 to 19 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 of New Zealand 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.

(100.) CHRISTCHURCH HAIRDRESSERS.—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 Hairdressers and Tobacconists' Assistants' Union of Workmen (hereinafter called "the union") and Mrs. Armstrong, H. B. Oakey, Davis and Lamb, Eslick Bros., H. Roberts, Walter Hulston, J. T. Brice, A. Schlesinger, C.