

(96.) DUNEDIN PLUMBERS.—RECOMMENDATIONS.

THE following recommendation supersedes that published in *Labour Journal* No. 102, page 662:—

In the matter of "The Industrial Conciliation and Arbitration Act, 1900"; and in the matter of a dispute between the Dunedin United Plumbers and Gasfitters' Industrial Union of Workers and the following employers: Shepherd and Murray, King Street, Dunedin; John Penman, King Street, Dunedin; Findlay and Thomas, King Street, Dunedin; J. T. Christie, George Street, Dunedin; Ross and Wilson, George Street, Dunedin; Walker Bros., St. Andrew Street, Dunedin; Croxford and Son, St. Andrew Street, Dunedin; F. Clough, Filleul Street, Dunedin; J. Hall, Filleul Street, Dunedin; A. and T. Burt, Cumberland Street, Dunedin; Wilson and Douglas, Octagon; William Couston, Rattray Street, Dunedin; James Couston, Princes Street, Dunedin; R. Clerk, Dowling Street, Dunedin; J. and R. Scott, Rattray Street, Dunedin; Renfree, Walmsley, and Thomson, Princes Street, Dunedin; William Blagdon, Princes Street South; Scott and Hodges, Moray Place; Thomas Sunderland, Kaikorai Valley; R. Proctor, South Dunedin; W. McFarlane, Walker Street; Union Steamship Company, Port Chalmers; Dunedin Corporation, Octagon; Thomas Kay, Castle Street; Robert Walker, Stuart Street; G. Lindsay, Roslyn; J. B. Shanks, Port Chalmers; J. Schofield, Caversham; R. Price, South Dunedin; W. Lewisham, King Street; Port Chalmers Gas Company.

The Conciliation Board for the Industrial District of Otago and Southland, having received the necessary proofs establishing its jurisdiction in the above matter, and having heard the parties and their evidence, and having carefully inquired into the said dispute, recommends as follows:—

That the parties to the said dispute enter into an industrial agreement for a period commencing after the expiry of one month from the filing hereof, and enduring until the 1st day of July, 1903; the agreement to contain the following provisions:—

1. The recognised hours of work to be from 8 a.m. until 5 p.m. on five days of the week, and from 8 a.m. till noon on Saturday; provided that on Saturdays boys shall work an extra half-hour cleaning up the shop and putting it in order.

2. All journeymen plumbers and gasfitters (except those hereinafter mentioned) to be paid not less than 1s. 3d. per hour.

3. Any journeyman who considers himself not capable of earning the minimum wage may be paid such less wage as may from time to time be agreed upon in writing between any employer and the president or secretary of the union (not being less than 1s. per hour); and, in default of such agreement within twenty-four hours after such journeyman has applied in writing to the secretary of the union stating his desire that such wage shall be so agreed upon, as shall

be fixed in writing by the Chairman of the Conciliation Board 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 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: Provided that no employer or firm of employers shall employ more than one such man to every two or fraction of two competent men; but this proviso shall not apply until after the expiry of three months from the date hereof.

4. All time worked beyond the time mentioned in clause 1 or on holidays to be considered overtime, and be paid for at the rate of time and a quarter for the first four hours and time and a half afterwards. Double time to be paid on Good Friday, Labour Day, Christmas Day, and Sundays: Provided that men shall not be paid overtime rates in respect of time consumed in repairing or making necessary alterations to their master's plant, machinery, or tools in the plumbing department. This clause shall apply to lads or youths over eighteen years of age.

5. Every lad or youth working in any branch of the trade shall serve as an apprentice for the term of six years before receiving a certificate of competency, and an employer shall be bound to give such a certificate in a proper case. Every lad or youth shall be allowed three months' probation before commencing his service, such three months to count as part of the five years.

6. The proportion of apprentices to competent journeymen employed by any employer shall not exceed one apprentice to every competent journeyman, each firm in the plumbing trade to be, for this purpose, reckoned equal to one competent journeyman, with the exception of Messrs. Renfree, Walmsley, and Thompson, in whose case two apprentices are permitted.

7. For the purpose of determining the proportion of apprentices to journeymen, in taking any new apprentice the calculation is to be based on a two-thirds full-time employment of the journeymen employed during the previous twelve calendar months.

8. It having been mutually agreed by the master plumbers that the boys at present in the trade be equitably distributed and adjusted through the various shops in the proportion of one boy to each competent journeyman, and one to each incompetent workman, and one to each firm or master (so as not to exceed two in respect of any firm of working masters), the Board recommends that effect be given to this arrangement within six months from this date.

9. The wages to be paid to apprentices to be as follows: First year, 5s. per week; second year, 7s. 6d. per week; third year,

12s. 6d. per week; fourth year, 17s. 6d. per week; fifth year, £1 2s. 6d. per week; sixth year, £1 10s. per week.

10. Workmen employed outside the city boundary to be conveyed to and from the job, or their travelling-fare paid going to and returning, and ordinary wages for time taken in going to such job. Employers to pay all fares to and from a country job, and board and lodging while working there.

11. Wages to be paid weekly or fortnightly. All men to leave work in time to be at the shop at 12 noon on Saturdays to receive their wages, or be paid on the job.

12. Employers to provide men with iron-pipe-fitting tools, metal-pots, heavy plumbing-irons and mandrels.

13. Members of the Dunedin United Plumbers and Gasfitters' Industrial Union of Workers to be employed in preference to non-members. Where both are employed they shall work together in harmony, and receive equal pay for equal work.

14. Service of members of the union is to be given to masters who are parties to this agreement in preference to all other employers, including persons not in the trade, provided there shall be some master plumber party to this agreement ready and willing to employ any journeyman who is offered employment by any one not a party to this agreement within twenty-four hours after such member shall have been offered such employment, and shall have given notice thereof to the secretary of the Master Plumbers' Association of Dunedin, and that the said masters employ the said member or members of the union for the same length of time as the work which has been offered to the said member or members by any employer outside this agreement would have taken to complete.

Dated this 28th day of August, 1901.

FREDK. CHAPMAN, Chairman.

(97.) OTAGO SAILMAKERS.—AWARD.

In the Court of Arbitration of New Zealand, Otago and Southland District.—In the matter of "The Industrial Conciliation and Arbitration Act, 1900"; and in the matter of an industrial dispute between the Otago Sailmakers' Industrial Union of Workers (hereinafter called "the union") and Brace, Windle, Blyth, and Co., High Street, Dunedin; Alex. Thompson, Princes Street, Dunedin; John Edmond and Co., Princes Street, Dunedin; P. Millar, Rattray Street, Dunedin; Union Steamship Company, Dunedin; F. Kettig, Riverton; J. McEwan, Riverton; J. E. Broad, Gore; J. Hamner, Clinton; A. McNicol and Co., Lawrence; J. D. Forne, Clinton; J. Spratt, Invercargill; H. Cunningham, Invercargill; E. Graves, Oamaru; W. Dimick, Oamaru; J. Bergen, Otautau.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-