

(108.) SOUTHLAND COACH-WORKERS.—RECOMMENDATIONS.

In the Otago and Southland Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1900;” and in the matter of a dispute between the Southland Coach-workers’ Industrial Union of Workers and the undermentioned employers: William Affleck, of Otautau; Samuel Collet, of Gore; James McEwen, of Gore; George Geddes, of Gore; and John McDoughall, of Riverdale.

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 24th day of November, 1902; the agreement to contain the following provisions:—

1. That the Southland Coach-workers’ Industrial Union of Workers recognise three classes of labour—viz., competent journey-

men, journeymen unable to earn the minimum wage, and apprentices.

2. That all competent journeymen coach-workers shall be paid not less than 1s. 3d. per hour.

3. Should the question of competency be raised it shall be submitted to a committee for settlement, the committee to consist of two representatives from the employers' side and two to be elected by the union, the local member of the House of Representatives to be chairman of the committee. The committee shall report to both sides within seven days.

4. That the week's work shall consist of forty-eight hours, to be divided up as follows: On five days of the week work shall be eight hours and three-quarters, on the sixth day four hours and a quarter.

5. All work worked beyond the time mentioned in the preceding clause shall be considered overtime, and paid for at the following rates: First three hours, time and a quarter; after that, time and a half. For work done on Sundays, Christmas Day, Boxing Day, Good Friday, Easter Monday, and the birthday of the reigning Sovereign, time and a half.

6. During slackness to trade workmen to share the work equally.

7. All boys working in any branch of the trade shall be legally indentured as apprentices for five years, but every boy so employed shall be allowed six calendar months' probation prior to being so indentured.

8. That the proportion of boys employed by any employer shall not exceed one boy to three journeymen or fraction of the first three journeymen in the following branches of the trade, viz.: Body-makers, smiths (one boy only allowed to each five), trimmers, wheelers, and painters. For the purpose of determining the proportion of apprentices to journeymen, in taking any new apprentice the calculation shall be based on a two-thirds full-time employment of journeymen for the previous twelve calendar months. In the smithing department an apprentice shall be entitled to a fire when he has served three years of his apprenticeship. In the case of small workshops where no journeymen are employed one apprentice in each shop shall be allowed.

9. Arrangements between employers and apprentices existing at the time of the coming into operation of this agreement shall not be prejudiced, but any employer then employing any apprentice under any verbal agreement must procure such apprentice to be duly apprenticed within three calendar months thereafter.

10. That piecework shall not be allowed.

11. That employers shall employ members of the Southland Coach-workers' Industrial Union of Workers in preference to non-workers, provided that the members of union are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it. Where non-mem-

bers are employed under the provisions of these conditions of labour 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.

12. For every breach of the foregoing provisions any employer shall be liable to a penalty not exceeding £10 for each and every such breach, and members of the union shall be liable to a similar penalty for each and every breach.

13. Members of the union agree that they will not take work at the trade apart from a recognised employer while employed under the foregoing conditions.

Dated this 28th day of October, 1901.

FREDK. CHAPMAN, Chairman.

(109.) MATAURA PAPER-MILLERS.—AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," this 1st day of November, 1901, between Thomas Shepherd Culling and Joseph Longhurst Gregory, both of Dunedin, in the Provincial District of Otago, in the Colony of New Zealand, paper-manufacturers, trading under the style of "The Mataura Falls Paper-mill Company" (hereinafter called "the employers"), of the one part, and the Mataura Paper-mill Workers' Industrial Union of Workers, being an industrial union duly registered and incorporated under the provisions of the said Act (hereinafter called "the union"), of the other part, whereby it is mutually agreed by and between the employers and the union as follows:—

1. The hours of labour for workers employed by the employers shall be as follows, that is to say: For shift-men, fifty-four hours per week; for finishers, glazers, bag-room workers, baler, carter, cutterman, chopperman, rag-shed man, yardman, and beaterman's second assistant, forty-eight hours per week.

2. The wages for workers employed by the employers shall be at the rates respectively specified in the schedule hereto.

3. The overtime to be paid by the employers shall be at the rate of time and a quarter for the first four hours, and any time exceeding that at the rate of time and a half, provided that the same rate of pay shall be given for cleaning out flues as is paid at the date of this agreement.

4. The following days shall be observed as holidays, namely: New Year's Day, Good Friday, Easter Monday, reigning Sovereign's birthday, and Christmas Day, and the employer shall pay wages for such days at the respective rates hereby agreed upon.

5. The employer shall give preference of employment to members of the union if the same are available, and when non-members are employed there shall be no distinction between members and non-members; both shall work together in harmony, and both shall