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OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

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(738.) OTAGO OPERATIVE PLASTERERS.—AWARD.

IN the matter of “ The Industrial Conciliation and Arbitration Act, 1900 ” ; and in the matter of an industrial dispute between the Otago Operative Plasterers’ Union (hereinafter called “ the

union") and W. Newman, of Hyde Street, Dunedin; W. Watson, of Clarendon Street, Dunedin; E. Phillip, of No. 4, Howard Street, Dunedin; J. Phillip, of No. 35, Russell Street, Dunedin; A. Ferry, of Clyde Street, Roslyn; W. Edmonds, of Kensington; T. Grimmett, of Brunswick Street, South Dunedin; W. Grimmett, of Cargill Road, South Dunedin; T. Anison, of Grosvenor Street, South Dunedin; G. Annison, of Wain Street, Caversham; D. McFarlane, of Bay View Road, St. Kilda; W. Ashton, of Cullen Street, St. Kilda; David McFarlane, of Bay View Road, St. Kilda; and T. Hay, of South Dunedin (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 appeared before it, the other employers not appearing either personally or by representative, the necessary proof of service of the notices required by the said Act and by the rules and regulations made thereunder having been given, and having heard the witnesses called by and on behalf of the said union, and such of the employers as have appeared before the said Court respectively, and cross-examined by the said parties respectively, doth hereby award: That, as between the said union and the members thereof the terms, conditions, and provisions set forth in the schedule hereto shall be binding upon the said union and the members thereof, and the said terms, conditions, and provisions shall also be binding upon the said employers and upon each and every of them above named, and shall be deemed to be incorporated in and form part of this award; and that the said union and every member thereof, and each and every one of the said employers above named shall respectively do, observe, and perform every matter and thing of the said terms, conditions, and provisions on the part of the said union and the members thereof and on the part of the said employers and each and every of them respectively required to be done, observed, and performed, and shall not do anything in contravention of the said terms, conditions, and provisions, but shall in all respects abide by 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 of such breach. And this Court doth further order that a duplicate of this award shall be deposited in the office of the Clerk of Awards, at the Office of the Supreme Court of New Zealand, at Dunedin, in the said Otago and Southland District. And this Court doth further order that this award shall take effect from the 1st day of June, 1901, and shall continue in force until the 31st day of May, 1903.

In witness whereof the seal of the Court of Arbitration of New Zealand hath been hereunto affixed, and the President of the said Court hath hereunto set his hand, this the 23rd day of May, 1901.

THEO. COOPER, J., President.

THE SCHEDULE REFERRED TO IN THE FOREGOING AWARD.

*Hours of Labour.*

Rule 1. The recognised hours of work shall be from 8 a.m. to 5 p.m., with one hour for dinner in five days of the week, and from 8 a.m. to noon on Saturdays.

*Wages.*

Rule 2. All journeymen working at any branch of the trade (except as hereinafter mentioned) shall be paid not less than 1s. 6d. per hour.

The foregoing conditions as to wages are not to apply to work to be done in respect of contracts based on tenders sent in prior to the 1st of November, 1900, and now in force.

Rule 3. Any journeyman who does not consider himself 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; 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 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 wages 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.

*Overtime.*

Rule 4. All time worked beyond the time mentioned in Rule 1 or on holidays shall be considered overtime, and shall be paid for at the rate of time and a quarter from 5 p.m. to 8 p.m., time and a half afterwards and on Saturdays from noon; double time to be paid on Sundays and all recognised holidays—viz., New Year's Day, Easter Monday, Good Friday, Labour Day, Christmas Day, Boxing Day, and the King's Birthday.

*Country and Suburban Work.*

Rule 5. "Country work" means work performed by journeyman or apprentice which necessitates his lodging elsewhere than at his usual place of residence.

Rule 6. Any journeyman or apprentice employed on country or suburban work shall be conveyed by his employer to and from such work free of charge, or his travelling-expenses going to and returning from such work shall be paid by such employer.

Rule 7. Any journeyman or apprentice employed on country or suburban work shall be paid, in addition to his wages, while employed upon such work and while going to and returning from the same, the further sum of 1s. 6d. for every day while so employed; but no days spent on travelling shall count for more than eight hours, and he shall have his overtime (if any) at the rates herein provided.

Rule 8. "Suburban work" means work performed by journeymen or apprentices at a distance of over one mile and not exceeding nine miles from the Octagon, but which does not come within the definition of "country work."

*Apprentices.*

Rule 9. All lads and youths working in any branch of the trade shall serve as apprentices for the term of five years, before receiving a certificate of competency, and an employer shall be bound to give such a certificate in a proper case; but every lad or youth employed shall be allowed one month probation prior to commencing to serve.

Rule 10. The proportion of apprentices to journeymen employed by any employer shall not exceed one apprentice to every three journeymen or fraction of three.

Rule 11. 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 the journeyman employed during the previous six calendar months.

Rule 12. If any employer shall, from any unforeseen cause, be unable to fulfil his obligations to an apprentice, it shall be lawful for such apprentice to complete his term with another employer, notwithstanding that such employer has already the full number.

Rule 13. The wages to be paid to apprentices shall be as follows: For the first year, 6s. per week; for the second year, 9s. per week; for the third year, 12s. per week; for the fourth year, 17s. per week; for the fifth year, £1 7s. per week.

Rule 14. So long as the rules of the union permit any person of good character and sober habits and a competent tradesman to become a member, on payment of an entrance fee not exceeding 5s., upon a written application, without ballot or other election, and so to continue upon contributing such subscription not exceeding 6d. per week, the employers to employ members of the

union in preference to non-members, provided that they are members of the union equally qualified to perform the particular work; but this shall not compel an employer to refuse employment to any person now employed by him.

Rule 15. Any dispute arising out of matters dealt with herein shall be referred to a conference between the secretary of the union and the employer or his agent, and, in case of difference, shall be settled by the Chairman of the Board.

THEO. COOPER, J.