

(85.) CANTERBURY TYPOGRAPHERS.

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 Typographical Industrial Union of Workers and C. H. Jacobsen, Akaroa; J. Turner, Rangiora; — Cooper, Kaiapoi; J. Parish, Oxford; H. Willis (or Bell and McKay, proprietors of the *Ashburton Mail*), Ashburton; W. Potter, Ashburton; J. Ivess, Ashburton; J. M. Twomey, Temuka; the Morning Post Company, Timaru; W. Foden, Timaru; E. G. Kerr, Timaru; M. Smith, Waimate; George Wilson, Waimate; F. Wansbrough, Cheviot; C. R. Thornton, Southbridge; and Baxter and Higgins, Ashburton (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 Canterbury Typographical

Industrial Union of Workmen (hereinafter called "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 and every 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 1st day of July, 1901, and shall continue in force until the 5th day of June, 1902.

In witness whereof the seal of the Court hath been hereto put and affixed, and the President of the Court hath hereto set his hand, this 29th day of June, 1901 (the time for making this award having been duly extended until the 30th day of June, 1901).

THEO. COOPER, J., President.

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THE SCHEDULE HEREINBEFORE REFERRED TO.

As regards the Timaru employers, the Court doth award and declare that each and every one of the provisions set forth in the award made by this Court on the 22nd day of September, 1900, in the matter of an industrial dispute between the said Canterbury Typographical Industrial Union of Workers and Smith, Anthony, Sellars, and Co., Horace J. Weeks and Co. (Limited), and other Christchurch and Lyttelton printers, and filed in this Court, and which award expires on the 5th day of June, 1902, shall extend to and bind the said union and the employers parties to this dispute who have their businesses respectively in the Town of Timaru.

And as regards the other employers parties to this dispute, and herein called "country offices," the Court doth hereby award, order, and declare as follows:—

1. *Hours of Labour.*—The week's work shall consist of forty eight hours. The working-hours in each week shall be regulated according to the special requirements and circumstances of each employer's business. Any journeyman required to work on Sunday, Christmas Day, or Good Friday shall be paid double rate of pay; and, if required to work on Easter Monday, the birthday of the ruling Sovereign, Labour Day, or Anniversary Day, shall be paid at the rate of time and a half. Overtime shall be one-third extra, and shall be paid in respect of such time as shall be worked in each week over and above the said number of forty-eight hours.

2. *Minimum Rate of Wages.*—The minimum rate of wages for journeymen shall be £2 2s. per week of forty-eight hours. "Journeymen" shall include and mean compositors and machine-hands over the age of twenty-one years, whether engaged on newspaper-work or jobbing-work.

3. If the employers or any of them shall elect to employ in solid type-setting any journeyman compositor on piecework, then such compositor shall be paid 1s. per 1,000 ens.

4. *Employment of Girls or Youths under the Age of Twenty-one.*—The Court does not limit the number of girls or youths not apprenticed who may be employed in any of the country printing-offices outside the Town of Timaru, but fixes the minimum rates of wages in respect of such girls or youths as follows:—

5. *For Girls or Youths not apprenticed.*—For the first period of three months during which they shall be employed, 5s. per week; for the second period of three months during which they shall be employed, 7s. 6d. per week; for the third period of three months during which they shall be employed, 10s. per week; for the fourth period of three months during which they shall be employed, 12s. 6d. per week; for the fifth period of three months during which they shall be employed, 15s. per week; for the sixth period of three months during which they shall be employed, 17s. 6d. per week.

6. *For Girls or Youths apprenticed.*—For the first year, 5s. per week; for the second year, 10s. per week; for the third year, 15s. per week; for the fourth year, £1 per week; for the fifth year, £1 5s. per week; for the sixth year, £1 10s. per week.

7. *Apprentices.*—The term of apprentice shall be for six years, or for so long a time not exceeding six years as the law allows, and apprentices shall be legally indentured. Any employer shall, before taking an apprentice, be entitled to take him or her for three months on probation, and if at the end of such probation he or she becomes a bound apprentice such period of three months shall be reckoned as part of the period of apprenticeship which under this paragraph he or she is to serve.

8. None of the employers in the said country offices shall have more than three apprentices.

9. *Overtime for Girls or Youths whether apprenticed or not.*—If—subject, nevertheless, to the provisions and restrictions of the Factory

Acts—any girl or youth, whether apprenticed or not, shall be required to work and shall work overtime, he or she shall be paid overtime at the following rates: If he or she shall have been in the employment of the employer less than four years, then at the rate of 6d. per hour; if he or she shall have been in such employment more than four years, then at the rate of 9d. per hour.

10. None of the employers in the said country printing-offices in employing labour shall discriminate against members of the union, or shall, in the engagement or dismissal of their hands or in the conduct of their business, do anything directly or indirectly for the purpose of injuring the union.

11. Where members of the union and non-members are employed 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. The foregoing paragraphs numbered 2 to 12 inclusive shall apply only to those offices outside the Town of Timaru, which said offices are in the said paragraphs called "country offices."

THEO. COOPER, J., President.

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