

## (73.) SOUTHLAND COACHBUILDERS.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," this the 18th day of April, 1901, between the coachbuilders connected with the Southland Trades and Labour Industrial Union of Workmen and the undersigned master coachbuilders of Southland. Witness that it is agreed as follows :—

1. That the coachbuilders connected with the Southland Trades and Labour Industrial Union of Workmen recognise three classes of labour—viz., competent journeymen, 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 employer's side and two to be elected by the union, the local M.H.R. 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 of 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 fire), 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 an 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, except painters and trimmers at schedule rates.

11. That employers shall employ members of the Southland Coach-workers' Industrial Union of Workers in preference to non-members, provided that the members of the 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-members 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.

Signatures of employers—

John Bath, H. J. Jefcoate, W. Irvine, Thos. Findlay, Kuffadine and Son, D. McQuorru, jun., F. A. Thomson, Walter Brown, John MacGregor, A. E. Nightingale, Peter A. Blyth, James McArthur, W. T. Widowson.

Signed on behalf of the union—

ROBERT PRENTICE, President.  
A. M. AYLING, Secretary.

#### (74.) DUNEDIN AND SUBURBAN CARTERS.

In the matter of "The Industrial Conciliation and Arbitration Act, 1900"; and in the matter of a dispute between the Dunedin and Suburban Carters' Industrial Union of Workers and the following employers—namely, New Zealand Express Company, Crawford Street, Dunedin; Crust and Crust, 3, Manse Street, Dunedin; Bennett and Son, Maclaggan Street, Dunedin; Lane and Co., Clark Street, Dunedin; Tilbury Bros., Cumberland Street, Dunedin; Henry Guthrie, 15, Vogel Street, Dunedin; T. E. Shiel and Co., 15 and 17, Stafford Street, Dunedin; Reid and Gray, Princess Street, Dunedin; William Kennedy, Nicholson Street, South Dunedin; George Morgan, Frederick Street, Dunedin; Kempthorne, Prosser, and Co., Stafford Street, Dunedin; New Zealand Drug Company, Burnside; William Dunford, Anderson's Bay; Shag Point Coal Company, Vogel Street, Dunedin; C. and W. Shiel, Forbury Road, Caver-