

(114.) CANTERBURY CARPENTERS AND JOINERS.—RECOMMENDATIONS.

Board of Conciliation,
Christchurch, 8th August, 1902.

The Amalgamated Society of Carpenters and Joiners I.U.O.W., and the Canterbury Carpenters and Joiners I.U.O.W.; and the Canterbury Builders and Contractors' Association (and others).

SIR,—

The Board's recommendation is as follows:—

1. All journeymen carpenters and joiners shall not receive less than 10s. 8d. per day of eight hours.

2. Any journeyman who has not been less than three years at the trade, and who considers himself not capable of earning the minimum wage, may be paid such wage as may be agreed upon between such journeyman and the presidents of the Amalgamated Society of Carpenters and Joiners and the president of the Canterbury Builders' Association; and, in default of the said presidents not having fixed the wages within forty-eight hours after the man has applied in writing, the same shall be fixed by the Chairman of the Conciliation Board for the industrial district after twenty-four hours' notice in writing shall have been given to the secretary of the Amalgamated Society of Carpenters and Joiners, who shall (if so desired) be heard by such Chairman on such application. Any journeyman whose wage has been so fixed may work and be employed for such less wage for the space of six calendar months until fourteen days' notice in writing shall have been given to him by the secretary of the Amalgamated Society of Carpenters and Joiners.

3. No builder shall employ more than one underpaid journeyman to three competent journeymen, provided that competent journeymen are available.

4. The recognised hours of work shall be from 8 a.m. until 5 p.m. on each day except Saturday, one hour to be allowed each day for dinner, and on Saturday from 8 a.m. until noon, from the 1st August to the 30th April; and from 8 a.m. until 4.30 p.m. on each day except Saturday, one half-hour to be allowed for dinner each day, and on Saturday from 8 a.m. until noon, from the 1st May until the 31st July.

5. Overtime shall be paid for at the rate of time and a quarter for the first four hours, and time and a half afterwards, for all time worked on any day beyond the time mentioned in the last clause, and also for all time worked upon any of the following days, which shall be considered to be holidays: namely, New Year's Day, Good Friday, Easter Monday, Labour Day, Show Day, Anniversary of Canterbury, Christmas Day, and Boxing Day: Provided that when workmen are employed upon country work requiring them to sleep away from home, and are receiving the increased rate of pay as provided in clause 9, they may

work such hours beyond those stated in clause 4 as may be agreed upon between employer and employee without receiving overtime rate of payment: Provided also that no employer shall have the power to compel any workmen to work longer hours than those stated in clause 4.

6. Journeymen shall be at the place where their work is to be performed at the hour appointed for the commencement of work; but if such place is distant more than one and a half miles from the Chief Post-office in the City of Christchurch each journeyman employed thereon shall be paid at the ordinary rate of wages for the time occupied in proceeding thereto, at the rate of four miles for every hour (with a proportionate allowance for more or less than an hour) however and by whatever means he may proceed thereto, but there shall be deducted from such allowance the time occupied in proceeding for the first one and a half miles from the residence of such journeyman. Where a conveyance is provided, men to be at the Christchurch Post-office at 7.30 a.m. This rule shall also apply to apprentices.

7. Any journeyman or apprentice employed upon country work shall be conveyed by his employer to and from such work free of charge or his travelling-expenses to and returning from such work by his employer, but once only during the continuance of the work, if such work is continuous, and the journeyman or apprentice is not in the meantime recalled by his employer.

8. Time occupied in travelling shall be paid for at ordinary rates, but no journeyman shall be paid more than an ordinary day's wage for any day occupied by him in travelling, although the hours occupied may exceed eight, unless he is upon the same day occupied in working for his employer.

9. When the distance requires journeymen employed upon country work to sleep away from their homes, an additional allowance of 15 per cent. upon the amount of their wages for the time so occupied shall be paid to them, and their employers shall also provide them with tents or other suitable sleeping-accommodation.

10. When apprentices are employed upon country work their employer shall provide them with suitable board and lodging at the expense of such employer.

11. On all outside jobs the employer shall afford facilities for sharpening tools, and a suitable place, properly secured, for the safety of journeymen's tools.

12. The employers shall also provide necessary sanitary conveniences for their journeymen.

13. When men who have been employed for not less than one week and not discharged, one hour's notice to shop-men and two hours' notice to outside men shall be given to allow them to put their tools in order.

14. Wages shall in all cases be paid weekly, and in money; and, when not paid at the place where the work is in the course of being

performed, the time occupied after fifteen minutes by the journeymen in walking to the place of payment and in waiting for payment shall be paid for at ordinary rates.

15. No limitation shall be put upon the number of apprentices, but they shall serve an apprenticeship of not less than five years, and they shall be legally indentured.

16. The wages to be paid to apprentices shall be: During the first year of apprenticeship, not less than 5s. per week; during the second year, not less than 10s. for each week; during the third year, not less than 15s. for each week; during the fourth year, not less than £1 for each week; during the fifth year, not less than £1 5s. for each week.

17. Employers shall employ members of one or other of the workers' unions in preference to non-unionists, provided they are equally competent to perform the work to be done, and are willing to undertake it.

18. No employer shall discriminate against the members of either of the workers' unions, and no employers shall, in the employment or dismissal of journeymen or in the conduct of their business, do anything for the purpose of injuring either of the workers' unions, whether directly or indirectly.

19. The workers' unions shall keep in some convenient place to be agreed upon between such workers' unions, within one mile from the Chief Post-office of the City of Christchurch, a book to be called the employment-book, the union keeping the same, wherein shall be entered the names and exact addresses of all the members of the union who are for the time being out of employment, and the names, addresses, and occupations of every employer.

An industrial agreement embodying the above conditions to be entered into between the parties interested on or before September 1st, 1902, and to remain in force until September 1st, 1904.

J. R. TRIGGS, Chairman.

The Clerk of Awards, Christchurch.

(115.) CANTERBURY WOOLLEN-MILLS EMPLOYEES.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of "The Industrial Conciliation and Arbitration Act, 1900," and the Amendment Act, 1901; and in the matter of an industrial dispute between the Canterbury Woollen-mills Employees' Industrial Union of Workers (hereinafter called "the union") and the following persons, firms, and companies (hereinafter called, where collectively referred to, "the employers"): The Kaiapoi Woollen-manufacturing Company (Limited),* the South Canterbury Woollen-manufacturing Company (Limited), Messrs. Lane and Walker, Ashburton.

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