

(125.) CANTERBURY BRICKMAKERS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1900,” and its amendment; and of an industrial dispute between the Canterbury Brickmakers’ Industrial Union of Workers (hereinafter called “the union”) and the following persons, firms, and companies (hereinafter called “the employers”): J. Deans, Glentunnel; J. Brightling, Christchurch; A. Crum, Ashburton; H. Potter, Ashburton; Christchurch Brick and Tile Company (late Flavell and Cooksey and Wigram Bros.), Opawa; Glenmore Brick and Tile Company (late Savage and Prisk); T. N. Horsley.

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 such of the employers as were represented either in person or by their representatives duly appointed, 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 the same 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, 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 come into operation on Monday, the 20th day of October, 1902, and shall continue in force until the 20th day of October, 1904.

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 11th day of October, 1902.

THEO. COOPER, J., President.

THE SCHEDULE HEREINBEFORE REFERRED TO.

Hours of Work.

1. The week's work shall consist of forty-eight hours. Work shall commence not earlier than 7.30 a.m. on each day of the week, and cease not later than 5.30 p.m. on each day except Saturday, on which day work shall cease at 12 noon.

Minimum Rates of Payment.

2. Piecework Rates: Competent moulders shall be paid at the rate of 7s. 6d. per 1,000. Reasonable provision for a supply of sand shall be made by the employers. Competent setters and drawers shall be paid 3s. 9d. per 1,000. Competent temperers shall be paid 3s. per 1,000. Reasonable provision for a supply of water shall be made by the employers. In brickyards where the conditions of work are, in the opinion of the Chairman of the Board of Conciliation for this industrial district, specially unfavourable, the men engaged on piecework shall be paid such additional rates as in the opinion of the said Chairman shall be fair and reasonable, or they may, at the option of the employer, be employed on such work on daily wages at the rate of not less than 1s. per hour. Either party dissatisfied with the decision of such Chairman may apply to the Court to review such decision, notice of such application being first given to the other party.

Wages Rates: All workers of and over the age of twenty-two years shall be paid for their work at the minimum rate of 1s. per hour. Scale of wages for boys and workers up to the age of twenty-two: Sixteen to seventeen years of age, 15s. per week; seventeen to eighteen years of age, 18s. per week; eighteen to nineteen years of age, £1 1s. per week; nineteen to twenty years of age, £1 4s. per week; twenty to twenty-one years of age, 5s. per day of eight hours; twenty-one to twenty-two years of age, 10½d. per hour.

Workers incapable of earning the Minimum Rate.

3. Any worker who may consider himself incapable of earning the minimum rate of wages hereinbefore prescribed for his age shall be paid such lesser rate (if any) as may from time to time be agreed upon in writing between the president or secretary of the union and the employer from whom employment is asked; and, in default of such agreement, as may be fixed in writing by the Chairman of the said Board, twenty-four hours' notice of the application to such Chairman being first given to the secretary of the union, who shall be entitled to be heard by the said Chairman upon such application.

General Clauses.

4. No boy under sixteen years of age shall be allowed to do cutting-off work on a brick-machine.

5. Wages and money earned by pieceworkers shall be paid fortnightly or weekly, at the option of the employer.

6. If any employer shall sublet any part of his works or plant, the person to whom he shall have sublet the same shall in all respects abide by and perform all the terms and conditions of this award. If such person shall fail to do so, then both his employer and such person shall be liable as for a breach of this award.

Holidays.

7. The following shall be recognised holidays: New Year's Day, Good Friday, Easter Monday, Labour Day, the King's Birthday, Christmas Day, and Boxing Day. Work done on Good Friday and Christmas Day shall be paid at the rate of time and a half, and on any of the other holidays at the rate of time and a third. Holidays shall be paid for in the case of youths under the age of eighteen years. The employers shall be at liberty to make special arrangements with burners who may be necessarily required to attend to the kilns on Sundays and at nights.

Overtime.

8. Subject to the provisions of the last preceding clause, overtime shall be paid for at the rate of time and a quarter to all workers over the age of twenty years. Each day to stand by itself. Overtime to youths up to the age of twenty years, 9d. per hour.

Preference.

9. If and so long as the rules of the union shall permit any person now employed in this industrial district in work specified in this award, and any other person now residing or who may hereafter reside in this industrial district, and who is a competent worker at work specified in this award, to become a member of the union upon payment of an entrance fee not exceeding 5s., and of subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, upon the written application of the person so desiring to join the union, without ballot or other election, then and in such case employers shall, when engaging a worker for work specified in this award, employ members of the union in preference to non-members, provided there are members of the union equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it. This clause shall not apply to any worker now in the employment of any employer so long as he continues in his present employment. Nor shall anything in this clause contained apply to youths under the age of eighteen years.

10. The union shall keep at some place within a mile from the Chief Post-office, Christchurch (of which place notice shall be given by advertisement in the *Press* and *Lyttelton Times* newspapers), an employment-book, wherein shall be correctly entered the names, addresses, and occupations of all the members of the union for the time being out of employment. Such book shall be open to the inspection of the employers without fee or charge at all hours between the hours of 8 a.m. and 5 p.m. on every working-day of the week except Saturday, and on that day between the hours of 8 a.m.

and noon. If the union fail to keep the employment-book as aforesaid, then and so long as such failure shall continue the employers may employ any persons, whether members of the union or not, to perform the work required to be done.

11. Employers shall not discriminate against members of the union, nor, in the engagement or dismissal of their men or in the conduct of their business, do anything for the purpose of directly or indirectly injuring the union.

12. When members of the union and non-members are employed together they shall work together in harmony, and there shall be no distinction between them, and they shall receive equal pay for equal work.

Term of Award.

13. This award shall come into operation on the 20th day of October, 1902, and shall continue in force until the 20th day of October, 1904.

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 11th day of October, 1902.

THEO. COOPER, J., President.

(126.) SOUTH CANTERBURY BAKERS AND PASTRYCOOKS.—
AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," this 11th day of October, 1902, between the South Canterbury Master Bakers' Industrial Union of Employers (hereinafter called "the employers") of the one part, and the South Canterbury Bakers and Pastrycooks' Industrial Union of Workers (hereinafter called "the workers") of the other part, whereby it is mutually agreed that, in reference to the employment of workers as defined by "The Industrial Conciliation and Arbitration Act, 1900," or any amendments thereof, in the trade or business of baking and pastrycooking, the hours of labour, rates of pay, and other matters in connection with such employment shall be as follows:—

AS TO BREAD-BAKERS.

1. The hours of labour shall be fifty per week.

2. The hour of starting work shall not be earlier than 4 a.m., finishing at 1 p.m., one hour to be allowed for breakfast (lunch in the morning included), excepting Saturdays and the day before any public holiday, when it may be one hour earlier—viz., 3 a.m.

3. If overtime is required the rate of pay shall be as follows: For the first four hours time and a quarter, and for the next two hours time and a half; no more work to be done after that, except in case of emergency, when the executive of the workers' union shall be applied to. Overtime for boys shall be at the rate of time and a quarter.