

## (57.) RIVERHEAD PAPER-MILL WORKERS.—AWARD.

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1900,” and of “The Industrial Conciliation and Arbitration Act Amendment Act, 1901”; and in the matter of an industrial dispute between the Riverhead Paper-mill Workers’ Industrial Union of Workers (hereinafter called “the union”) and the Riverhead Paper-mills Company (Limited), (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 the employers represented by their representative, and the parties having mutually agreed upon the terms, conditions, and provisions hereinafter set forth, 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 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, shall respectively do, observe, and perform every matter and thing by this award and of the said terms, conditions, and provisions respectively required to be done, 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 come into operation on Monday, the 20th day of January, 1902, and shall continue in force until the 20th day of January, 1905.

In witness whereof the seal of the Court hath been hereto put and affixed, and the President of the Court hath hereunto set his hand, this 16th day of January, 1902.

THEO. COOPER, J., President.

SCHEDULE HEREINBEFORE REFERRED TO.

*Hours of Labour.*

1. That machine-men, beater-men, and firemen work not more than nine hours on any one shift, nor more than fifty-two hours in any one week. The time occupied by firemen in getting up steam is not to count.

2. That Saturday from 1 o'clock p.m. be observed as a half-holiday, except in the case of shifts when the mill is working shifts.

*Overtime.*

3. That overtime be paid at the rate of time and a quarter for the first four hours; after four hours, time and a half. Work done on Sundays and holidays to be paid for at the rate of time and a half. "Holidays" shall mean the statutory holidays as defined by "The Factories Act, 1901."

*Minimum Rate of Wages.*

4. The minimum rate of wages shall be as follows: Machine-men, other than apprentices, 1s. per hour; beater-men, other than apprentices, 1s. per hour; firemen, 10d. per hour; boiler-men, other than apprentices, 9½d. per hour; cutter-men, other than apprentices, 10d. per hour; finishers, other than apprentices, 10d. per hour; baler-men, other than apprentices, 9d. per hour; yardmen, 9d. per hour; glazer-boy, £1 4s. per week; waste-paper and rag sorters, 6d. per hundredweight.

*No Discrimination against Unionists.*

5. The 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 directly or indirectly for the purpose of injuring the union.

6. When members of the union and non-members are employed together there shall be no distinction between members and non-members, and both shall work together in harmony and under the same conditions, and shall receive equal pay for equal work.

*Term of Award.*

7. This award shall take effect on Monday, the 20th day of January, 1902, and shall continue in force until the 20th day of January, 1905.

In witness whereof the seal of the Court hath hereunto been put and affixed, and the President of the Court hath hereunto set his hand, this 16th day of January, 1902.

THEO. COOPER, J., President.