

## (133.) CHRISTCHURCH STONEMASONS.—AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," this 18th day of December, 1902, between the Builders and Contractors' Association of Canterbury and the Christchurch Masons' Union of Workers, shall be binding on both the said parties for the term of two years from the 18th day of December, 1902, till the 18th day of December, 1904.

Builders and Contractors' Association of Canterbury,

WILLIAM H. BOWEN, President.

JAMES GREY, Secretary.

For Builders' Association.

Stonemasons' Union, Christchurch,

R. B. LANE, President.

G. F. DIEHL, Secretary.

— For the Masons' Union.

STATEMENT of hours and conditions of labour submitted on behalf of the Christchurch Stonemasons' Industrial Union of Workers to the Christchurch Builders and Contractors' Association.

1. The recognised hours of labour shall be forty-four per week—viz., from 8 a.m. till 5 p.m. on the first five days, and from 8 a.m. till 12 a.m. on Saturday. One hour shall be allowed for dinner, from 12 a.m. till 1 p.m.

From the 1st of May till the 31st of July the hours of labour shall be from 8 a.m. till 4.30 p.m. on the first five days, and from

8 a.m. till 12 a.m. on Saturdays, in which case one half-hour shall be allowed for dinner, from 12 a.m. till 12.30 p.m.

2. All journeymen stonemasons shall receive not less than 12s. per day of eight hours on all work contracted for after this date, and any mason leaving his employment at 11s. per day to seek employment at 12s. per day shall be dealt with as working contrary to agreement and rules.

3. Overtime shall be paid for at the rate of time and a quarter for the first four hours, and time and a half afterwards.

4. Journeymen, through age or any other inability, not being capable of earning the minimum wage may be permitted to work for such wage as shall be agreed upon by two journeymen and the employer.

5. Wages shall in all cases be paid weekly, and in money. If wages are not paid where the work is being performed, the time occupied, after the expiration of fifteen minutes, in walking to the place of payment and waiting for payment shall be paid for at the ordinary rate of wages.

6. Employers shall provide necessary sanitary conveniences for his workmen.

7. Employers shall erect suitable sheds for their employees.

8. That all stonework required for any building (with the exception of light coring and templates) shall be worked and fixed by stonemasons employed by the builder.

9. Cleaning down, pointing joints, or anything connected with cut-stone work, shall be done by masons only.

10. When a workman is discharged, or at the completion of any work, all tools shall be sharpened at the employer's expense, or the workman shall be paid an equivalent in money.

11. Any journeyman or apprentice employed upon country work shall be conveyed by his employer to and from such work free of charge of his travelling-expenses to and from such work, but once only during the continuance of such work.

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

13. Journeymen shall be at the place where their work is being performed at the hour appointed, 8 a.m.; but if such place is distant more than one mile and a half from the centre of the City of Christchurch each journeyman shall be paid at the ordinary rate of wages for the time occupied in proceeding thereto at the rate of four miles per hour, however and by whatever means he may proceed thereto.

14. It shall be necessary for an employer to give a journeyman one hour's notice prior to his dismissal, and it shall also be necessary for a journeyman to give his employer one hour's notice that he is about to leave his employment.

15. Employers shall employ members of the union in preference to non-unionists, all things being equal.

16. Nothing in this statement shall alter any agreement with apprentices not indentured. Apprentices shall be permitted to serve their term as if they had been indentured. The number of boys employed shall be one to every three journeymen.

17. No employer shall discriminate against members of the union, and no employer shall, in the employment or dismissal of his employees or in the conduct of his business, do anything for the purpose of injuring the union workers or workers' union, whether directly or indirectly.

18. The workers' union shall keep in some convenient place, to be agreed upon by the union, a book called "the employment-book" (the union keeping the same) wherein shall be entered the names and addresses of all members of the union who are for the time being out of employment, and the names and addresses of all employers.

For Builders' Association,

W. H. BOWEN, President.

JAMES GREY, Secretary.

Builders and Contractors' Association of Canterbury.

For the Stonemason's Union,

R. B. LANE, President.

G. F. DIEHL, Secretary.

Stonemasons' Union, Christchurch.

## OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

### (81.) SOUTHLAND BAKERS.—RECOMMENDATIONS.

In the matter of "The Industrial Conciliation and Arbitration Act, 1900"; and in the matter of a dispute between the Dunedin Bakers and Pastrycooks' Union of Workers and the following employers, namely: John Kingsland and Son, Invercargill; J. Millar, Cannon Street, Invercargill; W. Lock, Tay Street, Invercargill; F. W. Borne, Dee Street, Invercargill; T. McEwen, Avenal, Invercargill; A. Anderson, Avenal, Invercargill; W. Pope, North Invercargill; Peter Georgeson, Bluff; — Raines, East Road, Invercargill; Robb Bros., Invercargill; J. Donnelly, Invercargill; McFarlane Bros., Esk Street, Invercargill; G. Smyth, Dee Street, Invercargill; T. Anderson, Bluff; George Manson, Riversdale; Robert Foster, Bakery and Refreshment-rooms, Thornbury; William Campbell, Dipton; James Aitken, Lumsden; Mrs. H. W. Arthur, Riverton; Mrs. M. Clark, Riverton; Samuel D. Crawford, Wyndham; Henry Ive, Wyndham; Robert Young, Wyndham; Robert Jamieson, Winton;