

## (58.) AUCKLAND GASWORKS STOKERS AND COALERS.—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 Auckland Gasworks Stokers and Coalers’ Industrial Union of Workers (hereinafter called “the union”) and the Auckland Gas 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 such of the employers as were represented either in person or by their representatives, 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 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 and each and every of them, 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 27th day of January, 1902, and shall continue in force until the 27th day of January, 1904.

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 24th day of January, 1902.

THEO. COOPER, J., President.

THE SCHEDULE HEREINBEFORE REFERRED TO.

*Hours of Labour.*

1. The working-hours of all stokers and coalers shall be eight-hour shifts, including Sundays and holidays.

[NOTE.—See amendment, page 54.]

*Rate of Wages.*

2. The minimum rate of wages shall be as follows: For stokers, 9s. 4d. per shift; for all coalers, 7s. 6d. per shift.

*No Discrimination against Unionists.*

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

4. 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.

*Limitation of Award.*

5. This award is limited to the Auckland Gas Company (Limited) and to the stokers and coalers employed by them at their several gasworks in this industrial district.

*Term of Award.*

6. This award shall take effect on the 27th day of January, 1902, and shall continue in force until the 27th day of January, 1904.

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 24th day of January, 1902.

THEO. COOPER, J., President.

## AMENDMENT OF 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, 1901”; and in the matter of an industrial dispute between the Auckland Gasworks Stokers and Coalers’ Industrial Union of Workers and the Auckland Gas Company (Limited).

Upon reading the application, request, and consent signed by all parties to the above-mentioned dispute the Court doth order and declare that the award made herein by the Court on the 25th day of January, 1902, shall be and the same is hereby amended as follows:—

The first paragraph in the schedule to the said award is hereby cancelled, and in lieu thereof the Court doth at the request and by the consent of all parties to the said award hereby order and award:—

*Hours of Labour.*

The working-hours of all stokers and coalers shall, except as hereinafter mentioned, be eight-hour shifts, including Sundays and holidays. On every fourth Friday a shift shall come on work at 11 p.m. and work until 9 a.m. on the following day (Saturday),

when it shall be relieved by a shift which shall finish work at 8 p.m. on that day, when it shall be relieved by a shift which shall continue working until 7 a.m. on the following day (Sunday).

This order shall be deposited with the said award, and the said award shall henceforth be read as if the said amended paragraph above set forth had been originally inserted therein.

Dated this 23rd day of July, 1902.

By the Court.

THEO. COOPER, J., President.

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#### REASONS FOR AWARD.

The union claims a minimum rate of wages of 11s. per shift for stokers and 9s. per shift for coalers, and extra rates for work on Sundays and holidays.

The Court, after considering the evidence and visiting the gas-works and inspecting the work done, fixes the minimum rate of wages at 9s. 4d. per shift for stokers and 7s. 6d. per shift for coalers.

The gas company is under a legal obligation to produce gas on Sundays and holidays, and Sunday and holiday work is a necessary incident to the supply of gas.

The Court considers that the wages fixed, and which are equivalent to a weekly wage for seven eight-hour shifts of £3 5s. 4d. for stokers and £2 12s. 6d. for coalers, is a sufficient payment for the work done through the week. The work being practically continuous, so far as the majority of the men is concerned, throughout the year, these wages provide for stokers a yearly sum of £170 per man, and for coalers of £132 10s., and the Court considers this to be a fair equivalent for the work done, having regard to the nature of the work, the hours worked, and the fact that the work is necessarily required to be continued daily throughout the year.

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#### (59.) AUCKLAND BRICKWORKERS.—RECOMMENDATIONS.

Under "The Industrial Conciliation and Arbitration Act, 1900." Before the Board of Conciliation, Northern Industrial District.—In the matter of an industrial dispute between James Archibald and others and the Auckland Brick and Pottery and Clay Workers' Industrial Union, and of a reference thereof for settlement.

THE Conciliation Board for the Industrial District of Auckland, having received the necessary proofs establishing its jurisdiction in the above matter, and having heard the parties and considered the evidence, hereby recommends as follows:—

1. That, except for kiln-burners and assistant kiln-burners, the week's work shall consist of forty-eight hours. All overtime shall be paid at the rate of time and a quarter. The hours of kiln-burners on day-shift shall be nine hours, and on night-shift eleven hours.