
(118.) DUNEDIN LITHOGRAPHERS.—AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," and subsequent amendments, dated at Dunedin, this 25th day of February, 1902, between the Otago Master Printers, Lithographers, and Bookbinders' Industrial Union of Employers (hereinafter called "the employers") and the Otago Lithographers' Industrial Union of Workers (hereinafter called "the union").

The parties above mentioned do hereby agree as follows: That, as between the union and the members thereof and the employers and each of them, the terms, conditions, and provisions set out in the schedule hereto and of this agreement shall be binding upon the union and the members thereof and upon the employers and each of them, and the said terms shall be deemed to be and they are hereby incorporated in and declared to form part of this agreement; and, further, the union and the members thereof and the employers and each of them shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, and provisions respectively agreed to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, and provisions, but shall in all respects abide by and observe and perform the same. And the parties above mentioned do hereby agree that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of the

agreement. And the parties above mentioned do hereby further agree this agreement shall take effect from the 25th day of February, 1902, and shall continue in force until the 25th day of February, 1905.

The following is the schedule hereinbefore referred to:—

Hours of Labour.

1. The hours of labour shall be forty-eight per week. The recognised regular hours of work shall be fixed by each employer, and shall be between the hours of 8 a.m. and 6 p.m. on five days of the week, and 8 a.m. to 1 o'clock on the recognised factory half-holiday, subject to forty-eight hours being considered a full week. For any time worked beyond this overtime rates as hereinafter mentioned shall be paid. Should a public holiday intervene the time lost through such holiday shall be deducted from the forty-eight hours, and not from the overtime. Any time lost by any workman in any one week through his own default shall be deducted from any overtime worked by him during that week before he shall be paid overtime rates. Not less than three-quarters of an hour to be allowed at midday for meals.

Minimum Wages.

2. The minimum wages to be paid to journeymen shall be at the rate of £3 per week of forty-eight hours. One journeyman or apprentice to be allowed for each machine.

Holidays.

3. The following public holidays shall be observed in each year: New Year's Day and day following, Good Friday, Easter Monday, the Sovereign's birthday, Labour Day, Anniversary Day, Christmas Day, Boxing Day, and Show Day (afternoon).

Overtime.

4. Any journeyman required to work on Sunday, Christmas Day, or Good Friday shall be paid double rate of pay, and if required to work on any of the above-mentioned holidays shall be paid at the rate of time and a half.

Overtime on any ordinary day shall be paid for at the rate of time and one quarter to 10 p.m. and time and a half thereafter, and after 1 p.m. on Saturdays time and a quarter.

Preference of Employment.

5. If and so long as the rules of the union shall permit any person now employed in the trade in this industrial district, and any person who may hereafter reside in this industrial district, and who is a competent journeyman, to become a member of such 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 a written application of the person so desiring to join the union, without ballot or election, then and in such case employers shall, when engaging a workman, employ members of

the union in preference to non-members, provided that 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.

6. Until the rules of the union are, if necessary, altered in accordance with the provisions of the last preceding clause, employers may employ any person whether a member of the union or not; but no employer shall discriminate against members of the union, and no employer shall, in the employment or dismissal of any person or in the conduct of his business, do anything for the purpose of injuring the union, whether directly or indirectly.

7. 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 shall receive equal pay for equal work.

Incompetent Workmen.

8. Any workman who considers himself not capable of earning the wage mentioned in paragraph 2 hereof may be paid such less wage as may from time to time be agreed upon in writing between any employer and the president or secretary of the union; and, in default of such agreement within twenty-four hours after such journeyman shall have applied in writing to the secretary of the union stating his desire that such wage shall be agreed upon, as shall be fixed in writing by the Chairman of the Conciliation Board for the industrial district upon the application of such journeyman after twenty-four hours' notice in writing to the secretary of the union, who shall, if desired by him, be heard by such Chairman on such application.

Any journeyman whose wage shall have been so fixed may work and may be employed by any employer for such less wage for the period of six calendar months thereafter, and, after the expiration of the said period of six calendar months, until fourteen days' notice in writing shall have been given to him by the secretary of the union requiring his wage to be again fixed in manner prescribed by this clause.

Apprentices.

9. Indentures not to be compulsory, but schedule rate of wages to be observed. Upon completion of an apprenticeship, or a prior discharge of an apprentice, a certificate shall be filled in stating particulars of term served, &c.

10. The proportion of apprentices shall be regulated as follows: One for the first two journeymen permanently employed, one for the next three journeymen permanently employed, and afterwards one for every five journeymen permanently employed. ("Permanently employed" to mean at least six months' continuous employment.)

Where the employer already has more than the above prescribed proportion of apprentices at the time of adopting these rules, no new

ones to be taken on until the number has been reduced below the proportion stipulated. No employer to have more than five apprentices.

11. If any employer shall, from unforeseen cause, be unable to fulfil his obligation to an apprentice, it shall be lawful for such apprentice to complete his term with another employer notwithstanding that such employer has already the full number of apprentices allowed by these conditions.

12. Apprentices shall be paid the following rates: During the first year of their apprenticeship, 7s. 6d. per week; during the second year, 10s. 6d. per week; during the third year, 13s. 6d. per week; during the fourth year, 16s. 6d. per week; during the fifth year, £1 1s. per week; during the sixth year, £1 10s. per week. Overtime for apprentices to be 6d. per hour up to and including the fourth year of their apprenticeship; during the fifth year, 9d.; and during the sixth year, 1s.

The foregoing paragraphs numbered 1 to 12 (both inclusive) embody the terms, conditions, and provisions referred to in the foregoing agreement, and are hereby declared to be incorporated in and to form part thereof.

J. F. COULL, President.
A. G. SOMERVILLE, Secretary.
WM. BROWN, President.
A. GREGORY.

(119.) DUNEDIN PAINTERS.—RECOMMENDATIONS.

In the Otago and Southland Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1900”; and in the matter of a dispute between the Dunedin Painters’ Industrial Union of Workers and the following employers, namely: P. Omand, George Street, Dunedin; A. Lees, George Street, Dunedin; R. Waghorn, Stuart Street, Dunedin; A. Fogo, Frederick Street, Dunedin; E. Ardmore, Frederick Street, Dunedin; J. Nesbitt, St. Andrew Street, Dunedin; A. Gillies, Moray Place, Dunedin; T. J. Wright, Moray Place, Dunedin; Smith and Smith, Octagon, Dunedin; William Timms, Filleul Street, Dunedin; J. Abbot, Filleul Street, Dunedin; G. Drew and Co., St. Andrew Street, Dunedin; Robertson and Randall, King Street, Dunedin; T. Johnston, King Street, Dunedin; T. Lake, Duncan Street, Dunedin; W. Mitchell, Dundas Street, Dunedin; J. Wren and Co., Princes Street, Dunedin; Beck Bros., Walker Street, Dunedin; S. Beck, Maitland Street, Dunedin; H. Binnie, George Street, Dunedin; A. Honeyman, Russell Street, Dunedin; McGregor Bros., Arthur Street, Dunedin; Smith and Co., Maclaggan Street, Dunedin; E. Chaplin, North-east Valley; G. Childs, 105, Walker Street, Dunedin; J. Gilchrist, City Road, Roslyn; A. McMillan, St. Andrew Street, Dunedin;