
(125.) OTAGO SADDLERS.—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 Otago Saddlers, Harness and Collar Makers’ Industrial Union of Workers and the undermentioned employers: D. Arnold, Ophir; Thos. Bedggood, Athol; G. Bell, Ranfurly; H. R. Bell, Princes Street, Dunedin; Chas. Bigwood, Woodlands; John Bigwood, Mataura; Brace, Windle Blythe, and Co., Dunedin; J. E. Broad, Gore;

John Brown, Limehills; Butler Bros., Dunedin; A. Jones, Winton; B. Hatfield, Princes Street, Dunedin; J. Henderson, Stirling; A. Joss, Queenstown; J. Lacey, King Street, Dunedin; J. McBride, Hampden; A. Liddell and Sons, Winton; J. Lockhart, Milton; John Low, Balclutha; P. K. Low, Outram; R. Low, Riversdale; W. Low, Mosgiel; H. F. McKenzie, King Street, Dunedin; G. Martin, Kelso; D. B. Muir, Otautau; W. D. Petrie, Invercargill; J. Power, Waiwera South; J. Rankin, Maheno; L. Raven, Kurow; John Rayne, Greenfield; J. R. S. Shields, Orepuki; J. Smart, Clyde; S. R. Smith, Waikouaiti; P. Steven, Tapanui; T. Steven, Tapanui; Chesney and Son, Mosgiel; J. C. Clapp, Nightcaps; J. R. Cole, Winton; W. J. Currie, Wyndham; Hugh Currie, Heriot; J. D. Form, Clinton; T. Gawn, Balclutha; R. Gillespie, Papakaio; C. Gordon, Riversdale; T. Haines, Queenstown; H. M. Hall, Nightcaps; P. D. Kerr, Tapanui; Hodge and Jones, Oamaru; A. Hosie, Naseby; J. H. Kissell, Invercargill; J. T. Lawrence, Arrowtown; V. B. Line, Lawrence; S. Low, Gore; J. B. McCullum, Princes Street, Dunedin; H. McCurdy, Dipton; J. Macfarlane, Palmerston; A. McKenzie, Princes Street, Dunedin; M. McMullen, Roxburgh; P. Millar, Rattray Street, Dunedin; J. Moir, Maclaggan Street, Dunedin; E. Morris, Outram; J. Parmenter, Otautau; Reid and Maxwell, Princes Street, Dunedin; T. Richardson, Ngapara; W. Robertson, Palmerston; T. Savage, Balfour; H. F. Shepherd, Mataura; R. Taylor, Invercargill; J. Taylor, Milton; R. N. Thompson, Otautau; Trevena and Son, Princes Street, Dunedin; Turnbull and Nichollson, Gore; A. Turner, Balfour; W. Varcoe, Lawrence; T. Waddell, Cromwell; R. Walker, Middlemarch; A. S. Wilson, Evansdale; D. Wood, George Street, Dunedin; Jas. Duncan, care of Butler Bros., Dunedin; F. Kilmartin, High Street, Dunedin; M. E. Provest, Otautau; D. Watson, Waitahuna; J. White, Oamaru; W. White, Waikouaiti; J. M. Wilson, King Street, Dunedin; W. J. Winter, Wyndham; W. Young, Gore; Whittingham Bros. and Instone, Thornbury; J. Reid, Brown's.

THE Conciliation Board for the Industrial District of Otago and Southland, having received the necessary proofs establishing its jurisdiction in the above matter, and having heard the parties and their evidence, and having carefully inquired into the said dispute, recommends as follows:—

That the parties to the said dispute enter into an industrial agreement for a period commencing immediately after the expiry of one month from the filing hereof, and enduring until the 1st day of September, 1904; the agreement to contain the following provisions:—

Hours of Work.

1. The hours of work shall be forty-eight in each week. On Saturday in each week the hours of work shall expire not later than 1 p.m. All work worked beyond the time mentioned in this clause,

or on holidays, shall be construed overtime, and shall be paid for at the rate of time and a quarter for the first four hours, time and a half after 10 p.m. ; double time after midnight up to 6 a.m. on any day except the days mentioned in paragraph No. 13 hereof, on which days all work shall be paid for at the rate of double time ; and Sundays double time :

Provided that no overtime shall be paid for in any one week until the forty-eight hours shall have been worked, time lost through sickness or public holidays excepted.

Classes of Workers.

2. Only three classes of workers shall be recognised or employed—viz., journeymen (which expression shall include journeymen and journeywomen), apprentices, and female stitchers.

Rate of Wages.

3. Every journeyman working at any branch of the trade (except as hereinafter mentioned) shall be paid not less than £2 8s. per week.

4. Any journeyman who considers himself not capable of earning the minimum wage may be paid such less wage as may from time to time be agreed upon in writing between any worker and the president or secretary of the union ; and, if any such be employed, that notification of the wages paid, and the names of the journeyman and of the employer, to be sent to the president or secretary of the Otago and Southland Master Saddlers' Society ; and, in case of difference, such wage as shall be settled in writing by the Chairman of the Conciliation Board for the said district.

5. The wages of female stitchers shall be fixed in the manner similar to that provided in clause 4 for fixing the wages of an incompetent workman.

Apprentices.

6. All boys working in any branch of the trade shall be legally indentured as apprentices for the term of five years ; but every boy so employed may be allowed three calendar months' probation prior to being so indentured, such period, if such boy be indentured at the end of such period, to be counted as part of the said period of five years.

When an apprentice shall have served four years of his term, another apprentice may be taken on so as to enable the former to better qualify himself to become a competent journeyman.

7. That in all branches of the trade two boys be allowed to every three journeymen, or one to a fraction of three.

In retail shops the master to count as a journeyman.

8. For the purpose of determining the proportion of apprentices to journeymen, in taking any new apprentice the calculation shall be based on a two-thirds full-time employment of competent journeymen employed during the previous three calendar months.

9. The wages for apprentices shall be as follows : First year, 5s.

per week ; second year, 8s. 6d. per week ; third year, 11s. per week ; fourth year, 15s. per week ; fifth year, £1 per week.

Female Workers.

10. That all females employed in the trade be paid a weekly wage.

11. Female stitchers in the saddlery branches to be debarred from panel-making.

Preference to Unionists.

12. Preference of employment to be given to unionists.

Recognised Holidays.

13. The following days shall be recognised holidays in all branches : viz., Good Friday, Easter Monday, the King's Birthday, Christmas Day, New Year's Day, and Labour Day.

Dated this 11th day of July, 1902.

A. BATHGATE, Chairman.

(126.) OTAGO BOXWORKERS.—AGREEMENT.

LOG.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," and the amendments thereof, between the Otago Boxworkers' Industrial Union of Workers (hereinafter called "the union") and the Evening Star Company (Limited), Alliance Box Company, and the Dunedin Box-factory (hereinafter called "the employers").

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 and statement 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 this agreement ; and the parties above mentioned do hereby further agree that this agreement shall take effect from the 4th day of August, 1902, and shall continue in force until the 4th day of August, 1903, or until a fresh agreement is entered into.