

ADDENDUM.

(133.) WELLINGTON MATCH-FACTORY EMPLOYEES.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," and its amendment, this 29th day of November, 1902, between the Wellington Match-factory Employees' Industrial Union of Workers (hereinafter called "the union"), of the one part, and Messrs. R. Bell and Co. (Limited), (hereinafter called "the company"), of the other part, whereby it is agreed as follows :—

1. As between the union and the members thereof and the company the terms, conditions, and provisions set out in this agreement and in the schedule hereto shall be binding upon the union and the members thereof and upon the company.

2. The union and the members thereof and the company 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.

3. This agreement shall take effect from the 29th day of November, 1902, and shall continue in force until the 29th day of November, 1904.

THE SCHEDULE.

1. The week's work shall consist of forty-five hours, to be made up as follows: Monday, 8 a.m. to 12 noon, 1 p.m. to 5 p.m.; Tuesdays to Fridays (inclusive), 8 a.m. to 12.15 p.m., 1 p.m. to 5 p.m.; Saturdays, 8 a.m. to 12 noon.

2. The rates of pay for piecework shall be as follows: Plains, 3d. per gross of 144 boxes; No. 4 tins, 1s. per gross of 144 boxes; No. 10 tins, 2s. per gross of 144 boxes; No. 12 cardboard, 6d. per gross of 144 boxes; filling frames on machine, 3¼d. per rack of sixteen frames, average of sixty-eight boards to the frame.

3. The company shall, when engaging a worker or workers, employ a member or members of the union in preference to non-members, provided 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; provided, further, that any person now employed in this industrial district in this trade, and any other person desirous of entering the trade now residing or who may hereafter reside in this industrial district, may become a member of the 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 the written application of the persons so desiring to join the union, without ballot or other election.

4. The union shall keep at the Wellington Match-factory a book to be called "the employment book," wherein shall be entered the names and exact addresses of all members of the union who shall from time to time be desirous of obtaining employment with the company, and the names and addresses and occupations of all persons by whom each such member of the union shall have been employed during the preceding six months. Immediately upon any member of the union ceasing to desire employment a note thereof shall be entered in such book. The executive of the union shall use their best endeavours to verify the entries contained in such book, and the union shall be answerable as for a breach of this agreement in case any entry therein shall be false to the knowledge of the executive of the union or in case the executive of the union shall not have used reasonable endeavours to verify the same. Such book shall be open to the company and its servants without fee or charge during all working-hours on every working-day.

If the union fail to keep the employment-book in manner provided by this clause, then and in every such case and so long as such failure shall continue the company may employ any person or persons, whether members of the union or not, to perform the work required to be performed, notwithstanding the foregoing provisions.

5. 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.

As witness our hands, this 29th day of November, 1902.

ROBERT MCKENZIE,
President, Wellington Match-factory Employees'
Industrial Union of Workers.

Pro R. BELL AND Co. (LIMITED),
Walter McLay.