
(124.) PALMERSTON NORTH PAINTERS.—AGREEMENT.

THIS industrial agreement made, in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," this 12th day of November, 1902, between the Palmerston North Painters and Decorators' Industrial Union of Workers (hereinafter called "the workers' union") and the following master painters and house-decorators, namely: Alex. Turner, James O. Hancock, Fred. J. Sheppard, R. E. Tingey, W. Francis.

Hours of Work.

1. The recognised hours of work shall be from 8 a.m. to 5 p.m. on five days of the week and from 8 a.m. to noon on Saturday, one hour to be allowed each day for dinner (Saturday excepted). From the 1st day of September to the 30th day of April (both days inclusive), and from the 1st day of May to the 31st day of August,

from 8 a.m. to 4.30 p.m. on five days of the week and from 8 a.m. to noon on Saturday. One half-hour to be allowed each day for dinner (Saturday excepted).

Rate of Pay.

2. All journeymen painters, paperhangers, glaziers, grainers, and decorators, and all other journeymen working at any branch of the trade (except those hereinafter mentioned), shall be paid not less than 1s. 3d. per hour, and when working for other than recognised employer shall receive 1s. per day extra.

3. Any journeyman who considers himself not capable of earning the minimum wage may be paid such less wage as shall from time to time be agreed upon in writing between such journeyman and the chairman and secretary of the workers' union. Any journeyman whose wage has been so fixed may work and may be employed 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 him by the secretary of the union requiring his wage to be again fixed in manner prescribed by this clause.

Overtime.

4. All work worked beyond the time mentioned in rule 1 shall be considered overtime, and shall be paid for at the following rates, viz. : After 5 p.m. and up to 6 p.m., at the ordinary rate ; between 6 p.m. and 8 p.m., time and a quarter ; between 8 p.m. and midnight, time and a half ; after midnight and up to 8 a.m. on the following morning, double time ; on Saturdays, time and a half from 1 p.m. up to midnight ; on Sundays, Christmas Day, Good Friday, and Labour Day, double time.

Pay-day.

5. All wages earned by any journeyman or apprentice in any one week shall be paid to him by his employer on the Friday in that week in cash within thirty minutes after ceasing work.

Country Work.

6. "Country work" means work performed by a journeyman or apprentice at a distance of six miles or over six miles from his employer's place of business.

7. Any journeyman or apprentice employed in country work shall be conveyed by his employer to and from such work free of charge, or his travelling-expenses going to and returning from such work shall be paid by such employer, but once only during the continuance of the work if such work is continuous, and the journeyman or apprentice is not in the meantime recalled by his employer.

8. Any journeyman or apprentice employed on country work shall be paid, in addition to his wages and overtime at the rates hereinbefore mentioned, a further sum of 1s. for each working-day while he is so employed towards his extra expenses, and his em-

ployer shall also pay him at the ordinary rate for all time engaged in travelling to and returning from such work, but once only.

Suburban Work.

9. "Suburban work" means work performed by a journeyman or apprentice at a distance of over three and less than six miles from his employer's place of business.

10. Any journeyman or apprentice employed upon suburban work shall be conveyed by his employer continuously to and fro from such work free of charge, or his travelling-expenses going to and returning from such work each day shall be paid by his employer, and his employer shall pay him at the ordinary rate for all time engaged in travelling to and returning from such work.

Town Work.

11. "Town work" means work performed by a journeyman or apprentice at a distance of less than three miles from his employer's place of business.

12. Any journeyman or apprentice employed upon town work and having to walk more than two miles to work shall be allowed travelling time for all distance over that two miles.

Apprentices.

13. All boys commencing to work in any branch of the trade after the coming into operation of these by-laws shall be legally indentured as apprentices for the term of five years, but every boy so commencing shall be allowed three calendar months' probation prior to being so indentured.

14. The proportion of apprentices to journeymen employed by any employer shall not exceed one apprentice to every three fully-paid journeymen. 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 the journeymen employed for the six previous calendar months.

15. The wages to be paid to apprentices shall be, for the first year, 8s. per week; for the second year, 12s. 6d. per week; for the third year, £1 per week; for the fourth year, £1 5s. per week; and for the fifth year, £1 10s. per week.

Preference to Unionists.

16. Employers shall 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.

Employment-book.

17. The workers' union shall keep at the office of the *Standard*, or such other convenient place as the union shall from time to time determine upon, a book to be called "the employment-book," wherein shall be entered the names and exact addresses of all

members of the workers' union for the time being out of employ, with a description of the branch of the trade in which each such workman claims to be proficient, and the names and addresses of every employer by whom each such workman shall have been employed during the preceding two years. Immediately upon any such workman obtaining employment, a note thereof shall be entered in such book.

Tendering against Employers.

18. Any member of the workers' union actually tendering against any recognised employer shall be liable to a penalty not exceeding £5, such penalty to be imposed by the union, and such fines to be paid into the union funds.

Unionists employed for less than Minimum Wage under Permit.

19. The proportion of unionists employed by any employer for less than the minimum wage under permit shall not exceed one to every four fully paid journeymen, the proportion to be determined as in clause 16.

20. That no employer give piecework to journeyman or sublet any work, and any journeyman taking such work shall be liable to a penalty of £5; and any employer letting such work shall be proceeded against in the Court of Arbitration; and any member taking private work after hours shall be proceeded against.

All work taken prior to the 1st November, 1902, at the rate of 9s. 6d. per day, to be finished by the 2nd January, 1903.

This agreement to stand from the 1st December, 1902, till the 1st December, 1904.

Signed for the workers—

C. E. CARTER, President.
E. E. MARSHALL, Secretary.

(125.) WELLINGTON DRIVERS.—ENFORCEMENTS OF AWARDS.

(Before the Court of Arbitration.)

IN RE application by the Wellington Drivers' Industrial Union of Workers for the enforcement of the award against William Campbell, of Wellington: Defendant ordered to pay the difference between the wages of the men by the award and 16s. per week board and lodging; also to pay £2 penalty to the union, with reasonable costs to be assessed by the Clerk of Awards.

20th November, 1902.

In re application for the enforcement of the award by the Wellington Drivers' Industrial Union against J. J. K. Powell, of Wellington: No penalty inflicted, but defendant ordered to pay £1 costs to the union.

20th November, 1902.