

FILED IN OCTOBER.

WELLINGTON INDUSTRIAL DISTRICT.

(642.) WELLINGTON HAIRDRESSERS.—AGREEMENT.

In the matter of an industrial agreement made in pursuance of the above-named Act between the Wellington Hairdressers' Assistants' Industrial Union of Workers and the employers, this 22nd day of August, 1903, and settled on the following conditions.

Classes of Labour.

CLAUSE 1. That two classes of labour shall be recognised—(a) journeymen, and (b) apprentices. "Journeyman" to mean a hairdressers' assistant who has worked for not less than five years at the trade.

Hours of Labour.

Clause 2. That the recognised hours of work shall be fifty-five hours per week, to be worked between the hours of 8 a.m. and 8 p.m. on Mondays, Tuesdays, Thursdays, and Fridays; not less than one hour to be allowed off for dinner and one hour for tea on each of those days. On Wednesdays the hours of work to be from 8 a.m. until 1 p.m. Saturday hours to be from 8 a.m. until 10.30 p.m.; not less than one hour to be allowed off for dinner and one hour for tea. No assistant to be employed in the saloon after the aforementioned hours fixed for the ceasing of work. On the day previous to Christmas Day and New Year's Day Saturday hours to be observed; on the day previous to all other full holidays work to cease at 10 p.m.

Wages.

Clause 3. That all journeymen shall be paid a minimum wage of £2 8s. per week; casual labour to be paid at the rate of 1s. per hour. Journeymen engaged to do board-work generally with or without gents' hand shall receive at least £2 15s. per week. Any journeyman who does a little of board-work, so that the hours worked at the board amount to as much as a day in a week, shall for that week be paid at least £2 15s. Apprentices to be paid according to the following scale: First year, 5s.; second year, 10s.; third year, 15s.; fourth year, £1; fifth year, £1 10s. All wages to be paid weekly, and in the employer's time.

Incompetent Clause.

Clause 4. That any journeyman who is not capable of earning the wage mentioned in clause 3 may be paid such less wage as may from time to time be agreed upon in writing between any employer and the president of the union. Any journeyman whose wages shall have been so fixed may work for such employer for such less wage for a period not exceeding six calendar months. That where casual labour is employed for any time less than one full week such casual labour to be paid at the rate of 1s. per hour; if employed for more than a week, to be paid not less than the minimum wage.

Clause 5. That the proportion of apprentices be one for every three journeymen, or fraction of three. The employer to be allowed to take on a second apprentice after the first has served four years of his time, and apprentices to be indentured for five years. Master to be counted as first journeyman when a practical hand. That apprentices shall have three months' trial, and in event of proving satisfactory date back.

Clause 6. That the following holidays shall be given in full without stoppage of pay: New Year's Day, Anniversary Day, picnic day (second Wednesday in February), Good Friday, Prince of Wales's Birthday, Labour Day, King's Birthday, and Christmas Day; and that Easter Monday and Boxing Day be holidays from 10 a.m.; all of them also on full pay. Wednesday half-holiday not to apply when another holiday comes in the same week. If any of the above holidays should fall on a Saturday, Sunday, or Monday, the employees shall work until 10 a.m. on the Saturday or Monday as required.

Clause 7. Any employer shall have the right to arrange with any of his employees to take charge of the front shop on one (only) night in the week, but not later than 9.30 p.m.; provided that it is not for the purpose of the said employer doing work in the saloon; time for same to be made up to the employee. No assistant shall work at his trade on his own account while in full-time employment of any employer.

Clause 8. That while the union's rules 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 hairdressers' assistant, 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 and thereafter 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.

Clause 9. That, as between the union and the members thereof and the employers and each and every of them, the terms, condi-

tions, and provisions set out in the foregoing paragraphs shall be binding on every member thereof, and upon the employers and each and every of them, and that the said terms, conditions, and provisions set out in the said foregoing paragraphs shall be binding upon every member thereof, and upon the employers and 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 the Board's recommendation; 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 the said terms, conditions, and provisions on the part of the union and the members thereof, and on the part of the employers and each and every of them, respectively required to be done, observed, and performed, and shall not do anything in contravention of the said terms, conditions, and provisions, but shall in all respects abide by and observe and perform the same. And the Board recommends that any breach of the said terms, conditions, and provisions shall constitute a breach of this recommendation, and that the sum of £100 shall be the maximum penalty payable by any party or person in respect of any such breach; provided, however, that the aggregate amount of penalty under or in respect of this settlement shall not exceed the sum of £500.

Clause 10. That an industrial agreement embodying the foregoing conditions be entered into between the parties interested, and to remain in force to the 21st August, 1905, inclusive.

Clause 11. That this settlement shall be for two years from the 22nd August, 1903, to the 21st August, 1905, both days inclusive.

Signed on behalf of the Wellington Hairdressers' Industrial Union of Workers—

J. C. CUSACK, President.

T. ATKINSON, Secretary.

Signed on behalf of the Wellington Master Hairdressers and Tobacconists' Association—

ALBERT RICHARDS, President.

WILLIAM GILBERT, Secretary.

(643.) THE NEW ZEALAND BOOT TRADE.—AWARD.

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of "The Industrial Conciliation and Arbitration Act, 1900," and its amendment, and of an industrial dispute between the New Zealand Federated Boot Trade Industrial Association of Workmen and the New Zealand Boot-manufacturers' Industrial Union of 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