

(666.) CANTERBURY TANNERS, FELLMONGERS, AND SKINNERS.—
RECOMMENDATION.

Board of Conciliation, Christchurch, 10th November, 1903.
Between the Canterbury Tanners, Fellmongers, and Skinners'
Industrial Union of Workers and Messrs. Bowron Bros. and
others.

SIR,—

The Board's recommendation is as follows :—

Clause 1: Hours. A week's work shall consist of forty-eight hours, the week to end at 12 noon on Saturday. The working-hours shall be regulated between the hours of 7.30 a.m. and 6 p.m. on all days except Saturday, and between the hours of 7.30 a.m. and 12 noon on Saturdays, according to the requirements of each business. Every employer shall be entitled to the fullest control of

his factory, and to make such rules and regulations (not inconsistent with these conditions) as he may deem necessary for the proper management of his business.

Clause 2: Overtime. The first two hours' overtime on each day after the recognised hour for ceasing work shall be paid at the rate of time and a quarter, and after that at the rate of time and a half.

Clause 3: Holidays. The following days shall be recognised as holidays: New Year's Day, Good Friday, Easter Monday, birthday of the reigning sovereign, Labour Day, Show Day (if it shall not fall upon the King's Birthday), Anniversary Day, Christmas Day, and Boxing Day; and all work done on these days shall be paid for at the rate of time and a half, and any work done on Sundays double time.

Clause 4: Payment of wages. Wages shall be paid weekly.

Clause 5: Minimum wages. All competent journeymen beamsmen shall be paid a minimum wage of £2 10s. per week of forty-eight hours. A "beamsman" is one who performs the work of unhairing, scudding, and fleshing hides.

Clause 6: Apprentices to the business of journeymen beamsmen. Apprentices to the business of journeymen beamsmen may be employed in the proportion of one to every three or fraction of three journeymen who have been employed two-thirds full time during the previous six months. The wages of such apprentices to be: £1 per week for the first year; £1 5s. per week for the second year; £1 10s. per week for the third and last year. The time of apprenticeship to be for three years. All apprentices to be legally bound.

Clause 7: Pelt-fleshers. Pelt-fleshers shall receive as follows: Clean-fleshed, 7½d. per dozen (seventeen dozen a day limit); medium-fleshed, 5d. per dozen (twenty-four dozen a day limit); lambs or nobbling, 3d. per dozen (forty dozen a day limit); parchment linings, 5d. per dozen; linings clean-fleshed, 4d. per dozen; cobbing, 1s. per ten dozen (one hundred dozen a day limit).

Clause 8: Fleshing-machine hands. Fleshing-machine adult hands shall receive £2 10s. per week of forty-eight hours.

Clause 9: Pullers. Pullers shall receive as follows: Pelts 5d. per dozen, lambs and clothing 5½d. per dozen, and longwool skins 6d. per dozen; day workers to receive £2 10s. per week of forty-eight hours, with a limit of 250 skins per day; in each case skins to be placed behind them.

Clause 10: Wool-sorters. Wool-sorters shall receive 1s. 3d. per hour or 1s. per cwt.; fleece wool and pieces slike or mixed scoured 1s. 3d. per hour.

Clause 11: Scudding. Where scudding is done on fleshing-machines the workers shall receive the same rates as fleshing-machine hands.

Clause 12: Skin-painters. Skin-painters shall receive £2 12s. 6d. per week of forty-eight hours.

Clause 13 : Wool-pressers. Wool-pressers shall receive £2 10s. per week of forty-eight hours.

Clause 14 : Piecework. No piecework shall be allowed, except where otherwise provided for.

Clause 15 : Adult workers : All other adult workers employed in or about a tannery, fellmongery, or wool-scouring works shall receive 1s. per hour.

Clause 16 : Boys and youths under twenty-one years. The following shall be the wages paid to boys and youths under twenty-one years, employed in a tannery or works other than that in respect of which apprenticeship is provided for : From the age of fifteen to sixteen, 12s. 6d. per week ; from the age of sixteen to seventeen, 15s. per week ; from the age of seventeen to eighteen, 17s. 6d. per week ; from the age of eighteen to nineteen, £1 per week ; from the age of nineteen to twenty, £1 5s. per week ; from the age of twenty to twenty-one, £1 10s. per week.

Clause 17 : Incompetent workmen. In the case of any worker who from old age, infirmity, or incompetency may be unable to earn the minimum rate of wages, his wage shall be fixed by a committee consisting of the employer and two members of the union ; in the event of this committee failing to come to an agreement, then the matter may be referred to the Chairman of the Conciliation Board, whose decision shall be final.

Clause 18 : Preference of employment. 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 every employer 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.

If this recommendation is not objected to on or before the 1st day of December, 1903, it shall come and remain in force until the 1st day of December, 1905.

J. R. TRIGGS, Chairman.

The Clerk of Awards, Christchurch.