

WELLINGTON INDUSTRIAL DISTRICT.

(673.) WANGANUI MEAT-WORKERS.—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 in the matter of an industrial dispute between the Wanganui Meat-workers’ Industrial Union of Workers (hereinafter called “the workers’ union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”): The Wanganui Meat-freezing Company (Limited); the Aramoho Meat-freezing Company; and Scott Bros., fellmongers, Wanganui.

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 duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award: That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and 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 this award; 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 this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth

hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that the sum of £100 shall be the maximum penalty payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect from the 1st day of December, 1903, and shall continue in force until the 1st day of December, 1905.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the President of the Court hath hereunto set his hand, this 1st day of December, 1903.

F. R. CHAPMAN, J., President.

THE SCHEDULE HEREINBEFORE REFERRED TO.

Hours of Labour.

1. Eight hours to constitute ordinary time. All time beyond eight hours to be overtime, except where otherwise specified.

Proportion of Boy-labour.

2. The following numbers of boys may be employed by the several employers, namely: Scott Bros., one boy to three men or fraction of three men as shown by pay-sheet; other employers-mentioned, one boy to five or fraction of five men as shown by pay-sheet.

Interval for Smoking.

3. The allowance of time for smoking shall be time-allowance, the same as formerly observed by local freezing companies—namely, ten minutes for every four hours' work.

Basils and Gloves.

4. Basils and gloves to be provided by employers where necessary, except on contract work.

Sunday Work.

5. Sunday work to be paid for at the rate of time and a half.

Holidays.

6. The following holidays shall be allowed, subject to the conditions herein stated, namely: Good Friday, King's Birthday, and Christmas Day on full pay; Boxing Day, New Year's Day, and Easter Monday without pay.

All work done on above days to be paid for at the rate of time and a quarter in addition to above.

Preference to Unionists.

7. If and so long as the rules of the union permit any competent person now employed in this industrial district, and any person who

may hereafter reside in this industrial district, and who is of good character, to become a member of the union upon payment of an entrance fee not exceeding 5s., and of subsequent contributions, whether payable weekly or otherwise, not exceeding 6d. per week, upon a written application of such person stating his desire to join the union, without ballot or other election, then and in such case 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 and ready and willing to undertake it; but this shall not compel an employer to dismiss any man now employed by him.

No Discrimination against Unionists.

8. No employer shall, in the engagement or dismissal of his men, discriminate against members of the union, or shall in the conduct of his business do anything directly or indirectly for the purpose of injuring the union.

9. Where members of the union and non-members are employed together they shall work together in harmony, and shall receive equal pay for equal work.

Rate of Wages.

10. The following minimum rates of wages shall be paid: (a.) Freezing and store rooms—Chamber-hands, both regular and casual, 1s. per hour, except when loading between the hours of 5 p.m. and 8 a.m., when the rate will be 1s. 6d. per hour. (b.) Gut-house—7s. per day, overtime 1s. per hour. (c.) Tallow-house—7s. 6d. per day, overtime 1s. 1d. per hour. (d.) Yardmen and general—7s. per day, overtime 1s. per hour. (e.) Manure-house—7s. 6d. per day, overtime 1s. 1d. per hour. (f.) Preserving department—Tinsmiths 8s. per day, overtime 1s. 2d. per hour; other hands 7s. per day, overtime 1s. per hour. (g.) Fellmongery—Pelt-sorters 9s. per day, overtime 1s. 4d. per hour; wool-sorters 9s. per day, overtime 1s. 4d. per hour; pullers 7d. per dozen all round or 8s. per day, overtime 1s. 2d. per hour (200 skins to constitute a day's work); painters 8s. per day, overtime 1s. 2d. per hour; fleshers 8s. per day, overtime 1s. 2d. per hour; scudders 7s. 6d. per day, overtime 1s. 1d. per hour; machine-hands, fleshing and scudding, 9s. per day, overtime 1s. 4d. per hour; other machine-hands 7s. per day, overtime 1s. per hour; general labour, piece pullers, floor-hands, or green hands, 7s. per day, overtime 1s. per hour. (h.) Coopers—8s. per day, overtime 1s. 2d. per hour. (i.) Coopers' assistant—7s. per day, overtime 1s. per hour. (N.B.—Box-making is performed by coopers.) (j.) Nightwatchman—£2 10s. per week; no other work.

Rates of Pay for Boys and Youths.

11. Boys and youths shall be paid at the following minimum rates: Twenty-one years and over, full pay; twenty to twenty-one

years, 10d. per hour; nineteen to twenty years, 9d. per hour; eighteen to nineteen years, 8d. per hour; seventeen to eighteen years, 7d. per hour; sixteen to seventeen years, 6d. per hour; fifteen to sixteen years, 5d. per hour; fourteen to fifteen years, 4d. per hour.

Operation of Award.

The operation of this award is limited to the parties named herein, and all persons hereafter commencing and carrying on the same class of business within ten miles of the post-office at Wanganui.

The above award is in terms of an agreement between the parties dated the 1st day of December, 1903.

F. R. CHAPMAN, J., President.

ENFORCEMENTS OF AWARDS.

(674.) TIMBER-YARDS, ETC., UNION *v.* PROUSE BROS.

Two charges were brought against this firm.

In the first case it was alleged that Prouse Bros. had, between the 5th January, 1903, and the 20th June, 1903, employed Henry Johnson, aged nineteen years, at a rate of £1 5s. per week. Clause 9 of the award of the 19th March, 1902, directs that youths employed at any work other than at the machines shall be paid the minimum rate of wages—viz., of the age of nineteen to twenty years, £1 10s. per week. Evidence was given by Johnson, in support of the charge, who stated that he had informed Mr. Prouse that he was nineteen years of age. For this offence a penalty of £5 was inflicted, all unpaid wages to be paid in full; counsel's fee, £2 2s.; witnesses' expenses, and disbursements to be fixed by the Clerk of Awards. Fine to be paid to the union.

In the second case this firm was charged with having failed to pay the same youth (Henry Johnson) for Anniversary Day, Good Friday, Easter Monday, and Prince of Wales's Birthday of the year 1903, contrary to the direction of clause 5 of the above-mentioned award. The facts were not disputed. A penalty of £2 was inflicted, and it was ordered that unpaid wages should be paid in full, together with counsel's fee, £2 2s., with witnesses' expenses and disbursements to be fixed by the Clerk of Awards. Fine to be paid to the union.

(675.) GROCERS' UNION *v.* McILWRAITH.

In this case the Labour Department alleged that the respondent employed James Jamieson from the 22nd June, 1902, to the 3rd August, 1903, at a rate of wages 10s. per week less than the