

NELSON INDUSTRIAL DISTRICT.

(683.) NELSON LABOURERS.—RECOMMENDATION.

Re the industrial dispute, under “The Industrial Conciliation and Arbitration Act, 1900,” and Amendment Act, 1901, between the Nelson Labourers’ Industrial Union of Workers and the Nelson City Council and forty-nine other employers.

(a.) The Nelson Conciliation Board having taken evidence, no less than twenty-eight witnesses having been examined, and very carefully considered all matters appertaining to and arising out of the above-named industrial dispute, has decided to make the under-mentioned recommendations.

(b.) Labour done on farms has not been dealt with by the Board, as it was not included in the reference placed before the Board.

(c.) If any fuller explanation is required regarding any of the Board’s recommendations, or on matters relating thereto, the Board will be pleased to give same; also to assist in bringing about an amicable settlement of the above industrial dispute.

(d.) The Board earnestly desires that any unpleasantness that may have arisen during this industrial dispute will be allowed to pass away as quickly as a fleeting cloud, and that employers and employees will work harmoniously together and endeavour to push on the progress of the Nelson Industrial District.

(e.) The Board do hereby recommend that the parties to the said industrial dispute enter into an industrial agreement based upon the following

RECOMMENDATIONS.

HOURS OF LABOUR.

1. That forty-six hours shall constitute a week's work for general labourers, builders' labourers, and horse-drivers; the working-hours shall be regulated by the employers and employees according to the special requirements and circumstances of each trade or business. As regards horse-drivers, the forty-six hours per week to be exclusive of stable hours.

PERMANENT EMPLOYEES.

2. That the terms "permanently" and "permanent," whenever used in these recommendations, shall mean, employment by the week in which no time shall be deducted from the men for wet or bad weather, or for Christmas Day, New Year's Day, Good Friday, Easter Monday, Labour Day, the birthday of the reigning sovereign, and the Anniversary Day of the Nelson Provincial District, or for any cause other than their own default.

3. That whenever any of the afore-mentioned holidays happen to fall on a Sunday, the holiday shall be given on the next ensuing Monday.

GENERAL LABOURERS.

Light and Medium Labour.

4. That all men permanently employed as labourers in breweries, coal and firewood yards, warehouses, cordial and other factories, &c., or work of a like description, shall be paid not less than £2 2s. per week.

5. That all men employed as casual labourers in gardening, removing rubbish, &c., or work of a light description, shall be paid not less than 10½d. per hour.

Laborious Labour.

6. That all labourers employed permanently at pick-and-shovel work, navvying, heavy work in brick and timber yards, digging out and preparing for foundations, heavy labouring work in connection with bridge-construction, and work of a like character, shall be paid not less than £2 5s. per week.

7. That all men engaged as casual hands at laborious work, as above described, shall be paid not less than 1s. per hour.

Hazardous Work.

8. That all men while employed on sidelings, quarry-work, tunnel-driving, working in cuttings over 8 ft. in depth, at any face over 8 ft. in height, or work of a similar character, shall be paid 1s. 1½d. per hour.

Rate of Overtime.

9. That overtime shall be paid to permanent and casual general labourers, also to permanent and casual builders' labourers, at the rate of not less than time and a quarter from 5 p.m. till 10 p.m., time and a half from 10 p.m. until midnight, and after midnight double time; also time and a half shall be paid whenever they are required to work on the holidays aforementioned (see recommendations 2 and 3), and double time shall be paid when required to work on Sundays.

BUILDERS' LABOURERS' WAGES.

10. That all men, permanent and casual, who are employed in assisting bricklayers, plasterers, and masons, working at concrete board, engaged as scaffolders or in the construction of scaffolds, shall be paid not less than 1s. 1d. per hour.

[NOTE.—Hours of labour, rate of overtime, and holidays allowed appear in foregoing recommendations Nos. 1, 2, 3, and 9.]

HORSE-DRIVERS.

11. That forty-six hours shall constitute a week's work for all horse-drivers, exclusive of stable hours, the latter to be left to the employers and employees to arrange.

Rates of Wages.

12. That permanent cart-drivers shall be paid not less than £2 5s. per week.

13. That casual cart-drivers shall be paid not less than 1s. per hour.

14. That permanent express-drivers shall be paid not less than £2 2s. per week.

15. That casual express-drivers shall be paid not less than 1s. per hour.

16. That all the time worked by both permanent and casual carters and express-drivers over forty-six hours per week, exclusive of stable hours, shall be paid for at the rate of not less than 1s. per hour.

SUBURBAN WORK.

17. That men employed in all classes of labour shall be at the place where the work is to be performed at the hour appointed for the commencement of work; but if such place is distant more than one mile and a half from the Chief Post-office in the City of Nelson, each labourer employed there shall be paid the ordinary rate of wages for the time occupied in proceeding thereto at the rate of four miles for every hour, however and by what means he proceeds thereto.

BOY-LABOUR.

18. That where boys are deemed necessary in any class of labour, they shall only be employed in labouring-work in the proportion of one to every three fully paid labourers. A "boy" shall be deemed to be a youth under the age of eighteen years.

PREFERENCE.

19. That so long as the rules of the Nelson Labourers' Industrial Union of Workers permit any person of good character and sober habits now employed as a labourer in this industrial district, and any other person now residing or who may hereafter reside in this industrial district, and who is of good character and sober habits, and who is a competent worker, to become a member of the aforesaid union upon payment of an entrance fee not exceeding 5s., and subsequent contributions, whether payable weekly or otherwise, not exceeding 6d. per week, without ballot or other election, then and in such case and thereafter each of the employers shall employ members of the aforesaid labourers' union in preference to non-members, provided that there are members of the aforesaid labourers' union equally qualified with non-members of the union to perform the work required to be done and ready and willing to undertake it. No employer shall discriminate against members of the aforesaid labourers' union, and no employer shall, in the employment or dismissal of men, do anything for the purpose of injuring the members of the afore-mentioned labourers' union whether directly or indirectly.

INCAPABLE AND AGED WORKMEN.

20. That any labourer who from old age, accident, or infirmity, or for any other reason, is not capable of earning the minimum wage mentioned in these recommendations may be paid such less wage as may from time to time be agreed upon between any employer and the president or secretary of the aforesaid labourers' union. Any labourer whose wage shall have been so fixed may work and may be employed by any employer for the period of six calendar months thereafter.

PROVIDING TOOLS.

21. That all tools shall be provided by the employers for labourers.

CONTRACTS.

22. That in any specifications for any contracts to be let after this proposed industrial agreement becomes operative, a clause shall be inserted therein making it binding upon all contractors to pay not less than the foregoing rates of wages during the time such contract is being completed, also to observe the specific hours of labour.

THIS AGREEMENT.

23. That this industrial agreement shall come into force on the 1st day of February, 1904, and shall continue in operation until the 31st of January, 1905.

WALTER HILL,

Chairman, Nelson Conciliation Board.

Dated Monday, the 7th day of December, 1903.