
FILED IN APRIL.

NORTHERN INDUSTRIAL DISTRICT.

(553.) AUCKLAND BRICKWORKERS.—RECOMMENDATIONS.

Before the Board of Conciliation for the Northern Industrial District.—In the matter of an industrial dispute between Carder Bros., Ponsonby; W. Exler, Avondale; R. O. Clark, Hobsonville; R. and R. Duder, Devonport; Avondale Brick and Pottery Company, Auckland; and the Auckland Brick and Pottery and Clay Workers' Industrial Union of Workers, and of a reference thereof for settlement.

THE Board, having been satisfied as to its jurisdiction, and having inquired into this industrial dispute, and heard the evidence therein, unanimously makes the following recommendations:—

Hours of Work.

1. The week's work shall consist of not more than forty-eight hours' work, except in the case of burners, who may be required to work shifts not exceeding twelve hours while the burning is going on.

The daily hours shall be regulated according to the custom of each establishment, and any dispute arising in connection with the arrangement of such hours shall be settled in the manner hereinafter prescribed for the settlement of such disputes.

Nothing herein contained shall be deemed to prevent employers and their men from so arranging their hours that a Saturday half-holiday may be kept, or from working a less number of hours than forty-eight per week if any employer shall think fit so to do.

Except in the case of burners, the day's work shall not in cases where a Saturday half-holiday is not observed exceed eight hours' work. In cases where a Saturday half-holiday is kept the day's work shall not exceed, for the days from Monday to Friday, both inclusive, eight hours and three-quarters, and four hours and a quarter on Saturday. Such hours may be worked by shifts either by night or day.

Workers shall not be required to work continuously for more than five hours without an interval of at least three-quarters of an hour for a meal.

Minimum Wages.

2. The following shall be the minimum rate of wages to be paid by employers to their workers :—

Fireclay and ornamental brick and tile and pipe workers and flangers, 1s. 2d. per hour; junction stickers and moulders, 1s. 1d. per hour when so employed; competent burners in any kiln, 10½d. per hour. All other labour for workers over the age of twenty-two years shall be 1s. per hour in works where the men are not constantly employed, and £2 5s. per week where the employment is constant.

Constant employment shall be deemed to be weekly employment, and no deduction shall be made except for time lost by a worker by his own default.

Workers under and up to twenty-two years: Sixteen to seventeen years of age, 15s. per week; seventeen to eighteen, 18s. per week; eighteen to nineteen, £1 1s. per week; nineteen to twenty, £1 4s. per week (these workers shall be deemed to be weekly hands, and only time lost through their own default shall be deducted from their weekly wage); twenty to twenty-one, 7½d. per hour; twenty-one to twenty-two, 10½d. per hour.

Overtime.

3. Overtime shall be paid for at the rate of time and a quarter. Overtime to youths up to the age of twenty years, 9d. per hour. Each day shall stand alone for the purpose of reckoning overtime. The provisions of this clause shall not apply to workers whose duty it is to get up steam for the time necessarily occupied in getting up steam.

Holidays.

4. The following shall be the recognised holidays: Christmas Day, New Year's Day, Good Friday, Easter Monday, Labour Day, and the birthday of the reigning Sovereign.

Work done on Good Friday and Christmas shall be paid for at the rate of time and a half, and on other holidays at the rate of time and a quarter.

Work done on Sundays shall be paid for at the rate of time and a half. No extra rates shall be paid to burners for necessary attendance in burning on Sundays and holidays.

Workmen unable to earn the Minimum Wage.

5. Any workman who may consider himself incapable of earning the minimum rate of wages for his age or class of work may be paid such less wage (if any) as may from time to time be agreed upon in writing between the president or secretary of the union, the employer from whom employment is sought, and the worker, and in default of such agreement, as may from time to time be fixed in writing by the Chairman of the Conciliation Board for this industrial district, twenty-four hours' notice in writing of the application to the Chairman being first given to the secretary of the union by the said worker, and the said secretary and employer shall each be entitled to be heard by the Chairman.

Preference.

6. Employers shall not discriminate against unionists, nor in the engagement or dismissal of their hands or in the conduct of their business do anything for the purpose of injuring the union, either directly or indirectly.

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

General.

7. All matters of dispute between the parties arising under these recommendations shall be settled by agreement between the particular employer concerned and the president or secretary of the union, and in default of such agreement being arrived at, then such matter shall be referred to the Chairman of the Conciliation Board for decision.

8. The recommendations of the Board shall not apply to William Exler so long as he only employs John Ringrose under present conditions.

9. These recommendations to take effect from the 27th day of April, 1903, until the 16th day of February, 1905.

GEORGE BURGESS,
Chairman of the Conciliation Board for the Northern
Industrial District.

(554. WAIKATO COAL-MINERS.—AWARD.

In the Court of Arbitration of New Zealand, Northern 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 Waikato Coal-miners' Industrial Union of Workers (hereinafter called "the workers' union") and the undermentioned persons, firms, and companies (hereinafter called "the employers"): the Taupiri Coal-mines Limited, the Union Collieries (Limited).