

## MARLBOROUGH INDUSTRIAL DISTRICT.

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(599.) MARLBOROUGH CARPENTERS, PAINTERS, PLUMBERS, AND BRICKLAYERS AND W. HODSON.—AGREEMENT.

Marlborough Industrial District.—The Marlborough Carpenters, Painters, Plumbers, and Bricklayers' Industrial Union of Workers.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," and amendments, this 2nd day of June, 1903, between the Marlborough Carpenters, Painters, Plumbers, and Bricklayers' Industrial Union of Workers (hereinafter called "the union") of the one part, and William Hodson, of Blenheim, master bricklayer (hereinafter called "the employer"), of the other part, whereby it is agreed as follows:—

### *Hours of Labour.*

1. The week's work shall consist of forty-four hours—five days of eight hours each, and from 8 a.m. till noon on Saturdays.

### *Minimum Wages.*

2. All journeymen bricklayers shall be paid not less than 1s. 6d. per hour for work done within the above-mentioned hours on any day other than the days set forth in the next clause.

*Overtime and Holidays.*

3. All time worked beyond the time mentioned in clause 1 shall be overtime, and shall be paid for at the rate of time and a quarter from 5 p.m. till 8 p.m., and time and a half afterwards. Time and a half shall be paid for work done after noon on Saturdays. Double time shall be paid for work done on Sundays and on the following recognised holidays: New Year's Day, Good Friday, Easter Monday, Labour Day, the King's Birthday, Christmas Day, and Boxing Day.

*Apprentices and their Wages.*

4. All lads and youths working at the trade shall be duly indentured as apprentices for the term of five years, but every lad or youth employed shall be allowed one month's probation prior to commencing to serve as an apprentice. If he is then taken on as an apprentice the said period of one month shall count as a part of his term of apprenticeship.

The following shall be the rates of wages to be paid to apprentices: For the first year of the term, 10s. per week; for the second year, 15s. per week; for the third year, £1 per week; for the fourth year, £1 10s. per week; for the fifth year, £1 15s. per week.

Wages to be paid weekly.

5. All wages shall be paid on the Saturday of every week.

*Suburban Work.*

6. Fares both ways shall be paid by employers for suburban work over one mile and a half and up to a radius of ten miles from the Chief Post-office, Blenheim. Unavoidable delay caused through travelling during working-hours shall be allowed and paid for by the employer.

*Country Work.*

7. "Country work" shall mean work beyond a radius of ten miles from the said Blenheim Post-office. For country work the employer shall pay the sum of 1s. per day besides the minimum wage from the time of leaving until the return home, Sundays excepted, and shall provide sleeping accommodation, and pay fares and time travelling once each way. If sleeping accommodation shall not be provided by the employer, such employer shall pay the sum of 10s. per week extra to the minimum wage, and fares and time travelling once each way.

*Preference.*

8. If and so long as the rules of the union permit any person now employed as a journeyman in this industrial district, and any person who may hereafter reside in this industrial district, and who is of good character and a competent journeyman, 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 the employer shall employ members of the union equally qualified with non-members to perform the particular work and ready and willing to undertake it.

*Incompetent Workmen.*

9. Any journeyman who considers himself incapable of earning the minimum wage may be paid such less wage as may from time to time be agreed upon in writing between the employer and the president or secretary of the union, and in default of such agreement within twenty-four hours after such journeyman has applied in writing to the secretary of the union stating his desire that such wage shall be so agreed upon, then such wage shall be fixed in writing by the Chairman of the Conciliation Board for this industrial district upon the application of the journeyman after twenty-four hours' notice in writing to the secretary of the union, who shall, if he shall so desire, be heard upon such application. Any journeyman whose wage shall have been so fixed may work for the employer at such lesser wage for six months thereafter, and after the expiration of such six months until fourteen days' notice in writing shall have been given to him by the secretary of the union requiring his wages to be again fixed as aforesaid.

*Limitation of Agreement.*

This agreement shall be limited to employers within a radius of thirty miles from the Blenheim Post-office.

*Term of Agreement.*

This agreement shall come into operation on the 10th day of June, 1903, and shall continue in force until the 10th day of June, 1905.

As witness whereof the said parties hereto have hereunto subscribed their names.

Dated this 2nd day of June, 1903.

Signed by the Marlborough Carpenters, Painters, Plumbers, and Bricklayers' Industrial Union of Workers by affixing the common seal of the said union, by the authority of the said union, and executed by the president and secretary thereof by the authority aforesaid. Seal affixed in our presence—

ANDREW JAMES CURRY, President.  
REUBEN HODSON, Secretary.  
WILLIAM HODSON.

Signed by the said William Hodson in the presence of—Allan Orr, Secretary, Industrial Union, Wellington.