

## CANTERBURY INDUSTRIAL DISTRICT.

### (701.) CHRISTCHURCH BLACKSMITHS AND FARRIERS.—AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," the 13th day of January, 1904, between the master smiths and farriers of Christchurch, signifying in the prescribed manner their concurrence herein (hereinafter called "the employers"), of the one part, and the Christchurch Blacksmiths and Farriers' Industrial Union of Workers (hereinafter called "the union"), of the other part:—

1. Whereas the above parties hereto have agreed together to enter into this agreement as an industrial agreement made in pursuance of the before-mentioned Act:

2. The said employers and the said workers' union do hereby agree to accept and work under and abide by the terms, conditions, and provisions set out herein, and those set out also in the schedule hereto, and will at all times do, observe, and perform every matter, condition, and thing which by the said terms, conditions, and provisions set out herein and in the schedule hereto are required to be done, observed, or performed, and will not do anything in contravention of the said terms, conditions, and provisions, but will in all respects abide by the same as fully and effectually and to the same extent in all respects as if the said terms, conditions, and provisions had been contained in an award of the Court of Arbitration under the above Act.

3. If either of the parties to this agreement shall in any particular commit or suffer any breach of this agreement, such party shall forfeit and pay such penalty or penalties as may be imposed by the Court under the provisions of the said Act and amending Acts.

4. The failure of the parties hereto to observe and perform any matter or thing by the said terms, conditions, and provisions to be done, observed, and performed by either of the parties hereto, and the doing of anything in contravention of the said terms, conditions, and provisions, by either of the parties hereto, shall constitute a breach or breaches of this agreement within the meaning of the said Act and the Acts amending the same.

5. This agreement shall take effect from the 1st day of February, 1904, and shall remain in force and its provisions may be enforced up to the 1st day of February, 1905.

THE SCHEDULE BEFORE REFERRED TO.

Only three classes of labour shall be recognised, namely:—  
Journeyman, floorman, and apprentices.

*Hours of Labour.*

Forty-eight hours shall constitute a week's work, made up as follows: Eight hours and three-quarters per day for five days, and four hours and a quarter on Saturdays. Time of starting and closing work, 7.45 a.m. until 5 p.m. for five days, and 7.45 a.m. till 12 noon on Saturdays.

*Rates of Pay.*

Except as otherwise provided in this agreement, the minimum rates of wages shall be as follows: For a general smith or farrier, 10s. per day; for a floorman, 8s. per day.

*Overtime.*

All time worked beyond the time specified as ordinary time for five days shall be considered as overtime, and shall be paid for at the rate of time and a quarter. Work done on Saturday after 12 noon shall be paid for at the rate of time and a half, and double time for Sunday and the following holidays:—

*Holidays.*

Christmas Day, Boxing Day, New Year's Day, Easter Monday, Good Friday, King's Birthday, and Labour Day: Provided that when Christmas Day, New Year's Day, or the King's Birthday falls on a Sunday, then the whole holiday shall fall on the next ensuing Monday. All holidays shall be at the expense of the employes.

*Apprentices.*

All apprentices shall be indentured for five years. Three months' probation shall be allowed before it is decided whether the boy shall be kept or not; but at the expiration of that time, if the boy is to be retained in the service of the employer, he shall then be legally indentured, and his period of probation shall be counted as part of his term of apprenticeship.

The proportion of boys to journeymen shall be two boys to three men, master counting as journeyman. In the case of small shops where no journeyman is employed, one apprentice in each shop shall be allowed. Arrangements existing between employers and apprentices shall not be prejudiced, but any employer having an apprentice under any agreement shall, within three months from the time of this agreement coming into operation, cause such

apprentice to be indentured for the unserved portion of a five-year period from the time he entered his service.

The minimum rate of wages payable to apprentices shall be :—  
For the first year, 7s. 6d. per week ; for the second year, 15s. per week ; for the third year, £1 2s. 6d. per week ; for the fourth year, £1 10s. per week ; for the fifth year, £1 17s. 6d. per week.

*Piecework.*

Two shillings and sixpence per dozen shall be paid for the making of horse-shoes of any description.

*Incompetent Workmen.*

Any workman unable to earn the minimum wage shall be paid such less sum as shall be agreed upon by a committee consisting of two employers and two members of the union. Should the committee be unable to agree, the matter shall be referred to the Chairman of the Conciliation Board, whose decision shall be final. No permits to be granted for more than six calendar months at one time.

*Preference to Unionists.*

Employers shall employ members of the union in preference to non-members, provided there are members available without undue delay equally qualified to perform the work required.

Wages shall be paid weekly, and in the employers' time.

A week's notice on either side shall terminate the engagement of any worker.

On behalf of the Christchurch and Suburban Master Farriers' Industrial Union of Employers—

NATHAN JOWETT, President.  
ERNEST ABRAHAM HALL ARCHER,  
FRANK WILLIAM PENFOLD,  
Secretaries.

On behalf of the Christchurch Blacksmiths and Farriers' Industrial Union of Workers—

ERNEST WILLIAM FREDERICK GÖHNS,  
President.  
JOSEPH CREAMER WILSON,  
Secretary.

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