

WELLINGTON INDUSTRIAL DISTRICT.

(721.) NEW ZEALAND BOOKBINDERS AND PAPER-RULERS.— 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 New Zealand Bookbinders and Paper-rulers’ Trade Society Union of Workers (hereinafter called the “workers’ union”) and the undermentioned persons, firms, and companies (hereinafter called the “employers”): H. Douglas, Wellington; W. J. Lankshear, Wellington; Alfred Mowels, Wellington; Whitcombe and Tombs (Limited), Wellington; W. H. Green, Wellington; C. W. Banks (Limited), Wellington; A. Ferguson, Wellington; F. Routh, Wellington; Turnbull, Hickson, and Gooder, Wellington; Keeling and Mundy, Palmerston North; Buick and Young, Palmerston North; Watson and Eyre, Palmerston North; Vine and Vine, Wanganui; A. D. Willis, Wanganui; H. I. Jones and Son, Wanganui; Hatherly and Johnson, Wanganui; Dinwiddie, Walker, and Co., Napier; Leigh and Ball, Napier; James Purcheon, Napier.

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 upon 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 per-

formed, 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 May, 1904, and shall continue in force until the 30th day of April, 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 29th day of April, 1904.

FREDK. R. CHAPMAN, J., President.

THE SCHEDULE HEREINBEFORE REFERRED TO.

Hours of Labour.

1. The hours of labour to be forty-eight per week. The regulation of hours to be mutually agreed on between the employers and employees in each establishment.

Minimum Wage.

2. For competent journeymen who are required to work the full forty-eight hours the minimum wage shall be £3 per week.

3. Competent journeymen who are employed as casual hands shall be paid not less than 1s. 4½d. per hour. "Casual workers." shall mean men whose continuous employment is for less than a week.

Overtime.

4. Overtime shall be paid for at the rate of time and a third for overtime worked on any days except Sundays or holidays. Double time for all time worked on Sundays, Christmas Day, and Good Friday. Time and a half for time worked on the following other holidays: New Year's Day, Easter Monday, Labour Day, Kings' Birthday, Boxing Day, Anniversary Day, and Prince of Wales's Birthday. Outside the City of Wellington, in lieu of the Prince of Wales's Birthday, Labour Day, or Anniversary Day, any local holiday may be substituted.

Under-rate Workmen.

5. Any journeyman who considers himself not capable of earning the wage hereinbefore prescribed may be paid such less wage as may from time to time be agreed upon in writing between any 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 on, as shall be fixed in writing by the Chairman of the Conciliation Board for this district upon the ap-

plication of the journeyman after twenty-four hours' notice in writing to the secretary of the union, who shall, if he so desire, be heard upon such application. Any journeyman whose wage has been so fixed may work and be employed by any employer for such less wage for the period of six calendar months thereafter, and, after the expiration of the said period of six calendar months, until fourteen days' notice in writing shall have been given to him by the secretary of the union requiring his wage to be again fixed in manner prescribed by this clause.

Apprentices.

6. All apprentices shall be legally indentured for a term of six years. Any employer shall before taking an apprentice be entitled to take him for three months on probation; if at the end of such probation he shall become a bound apprentice, such period of three months shall be reckoned as part of the period of apprenticeship.

The proportion of apprentices shall be as follows: One for the house and one for every three journeymen who have been regularly employed for two-thirds of the year, with a limit of four to a shop. Apprentices shall be paid the following wages: For the first year, 5s. per week; second year, 10s. per week; third year, 15s. per week; fourth year, £1 per week; fifth year, £1 5s. per week; sixth year, £1 10s. per week. Overtime to apprentices shall be paid at the rate of 6d. per hour to those whose wages do not exceed 10s. per week, and at the rate of 9d. per hour for those receiving more than 10s. per week.

Nothing in this award contained shall be deemed to affect or limit the provisions of "The Factory Act, 1901," in respect to the employment of "boys" as defined in the said Act.

Preference.

7. If and after the union shall so amend its rules as to permit any person now in the trade in this industrial district, any person who may hereafter reside in this industrial district, and who is a competent journeyman, to become a member of such union upon payment of an entrance fee not exceeding 5s., and of subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, upon a written application of the person desiring to join the union, without ballot or election, and shall give notice in writing of such amendment, with a copy thereof, to the employers, then and in such case and thereafter 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 work required to be done, and ready and willing to undertake it.

8. Employers in employing journeymen shall not discriminate against members of the union, and shall not, in the engagement or dismissal of journeymen or in the conduct of their business, do

anything directly or indirectly for the purpose of injuring the union.

9. When members of the union and non-members are employed together there shall be no distinction between them, and both shall work together in harmony, and shall receive equal pay for equal work.

Control of Establishment.

10. Every employer shall be entitled to have the fullest control over the management of his own establishment, and shall be entitled to make such regulations, not conflicting with the provisions of this award, as he may deem necessary for timekeeping and good order.

Journeymen's Work.

11. The following shall be considered as journeymen's and apprentices' work: (1) Pressing after the work is sewn; (2) rolling, sawing, and making of end-papers; (3) preparing for and cutting books (with the exception of cheque-books, receipt-books, order-books, delivery-books, and books of a similar character, pamphlets, magazines, and unbound work, such as Law Reports and *Hansards*, exercise-books, either flush or quarter-bound, and quarter-bound work generally); (4) gilding and marbling; (5) cutting and bevelling boards; (6) cutting leather, hollow linings, and all binding material; (7) case-making; (8) paring leather and cornering boards; (9) flush work, "turned in" foolscap of three quires and upwards; (10) map or plate mounting on boards or calico, including sizing and varnishing; (11) making joints; (12) pocket-book and wallet work; (13) blocking; (14) finishing and assistant finishing; (15) paper-ruling (with the exception of "feeding and flying" faint and common ruling, and ordinary stop work and bill-heads).

In witness whereof the seal of the Court hath been hereto put and affixed, and the President of the Court hath hereto set his hand, this 29th day of April, 1904.

FREDK. R. CHAPMAN, J., President.