

FILED IN JULY.

NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

(730.) AUCKLAND BRICK, POTTERY, AND CLAY WORKERS.—
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 Auckland Brick and Pottery and Clay Workers’ Industrial Union of Workers (hereinafter called “the workers’ union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”): Carder Bros., Ponsonby; Mr. Exler, Avondale; R. O. Clarke, Hobsonville; R. and R. Duder, Devonport; Avondale Brick and Pottery Company (Limited), Auckland.

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 performed, 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 27th day of May, 1904, and shall continue in force until the 16th day of February, 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 27th day of May, 1904.

FREDK. R. CHAPMAN, J., President.

THE SCHEDULE HEREINBEFORE REFERRED TO.

Hours of Work.

1. The week's work shall consist of not more than forty-eight hours, 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 herein-after prescribed for the settlement of 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. 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.

Rate of 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 up to and under twenty-two years: Sixteen to seventeen years of age, 15s. per week; seventeen to eighteen years of age, 18s. per week; eighteen to nineteen years of age, £1 1s. per week; nineteen to twenty years of age, £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 years of age, 7½d. per hour; twenty-one to twenty-two years of age, 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 Day 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.

Under-rate Workmen.

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 be entitled to be heard by the Chairman.

Non-discrimination.

6. Employers shall not discriminate against unionists, nor in their 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.

Detail Disputes.

7. All matters of dispute between the parties arising under this award 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. This award shall not apply to William Exler, in connection with the employment of John Ringrose, so long as he only employs John Ringrose under present conditions.

Limitation of Award.

9. This award shall apply only to parties carrying on business within a radius of twenty miles from the Chief Post-office in the City of Auckland.

Duration of Award.

10. This award shall take effect as from this date, and shall continue in force until the 16th day of February, 1905, and thereafter until superseded by a new award or an industrial agreement.

In witness whereof the seal of the said Court hath been hereto put and affixed, and the President of the said Court hath hereto set his hand, this 27th day of May, 1904.

FREDK. R. CHAPMAN, J., President.