

FILED IN AUGUST.

NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

(740.) AUCKLAND GUM-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 Gum-workers' Union of Workers (hereinafter called "the workers' union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") : L. C. Gillespie and Sons, Customs Street ; J. B. Gilfillan and Co., Fort Street ; Garlick and Lyon, Fort Street ; G. W. S. Patterson and Co., Gore Street ; Lichtenstein and Arnoldson, Fort Street ; C. J. Hutchinson and Co., Commerce Street ; H. Miller and Co., Fort Street ; H. Edmonds and Co., Customs Street ; E. Morton, Customs Street ; E. Mitchelson and Co., Albert Street ; S. Winterbourne and Co., Albert Street ; Heather, Roberton and Co., Customs Street ; Seegner, Lenguth and Co., Elliott Street ; Brown and Campbell, O'Connell Street ; S. Rawnsley, Chancery Street ; R. Frodsham, Whangarei ; W. Harrison, Whangarei ; W. R. Lawrence and Co., Totara North ; Eliza Adamson, Taipa.

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, the time for making this award having been duly extended, 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 1st day of August, 1904, and shall continue in force until the 1st day of August, 1906.

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 14th day of July, 1904.

FREDK. R. CHAPMAN, J., President.

THE SCHEDULE.

Hours of Labour.

1. A week's work shall consist of forty-seven hours, and work shall commence at 7.30 a.m. and leave off at 5 p.m. with an hour for dinner from 12 to 1, on five days of the week. On Saturdays work shall commence at 7.30 a.m. and cease at noon. From May 1st to August 31st the dinner-hour may be so curtailed as to provide for work ceasing at 4.45 p.m.

Wages.

2. Sorters shall receive not less than 11½d. per hour. Learners doing sorting shall for the first twelve months be paid not less than 9d. per hour, after which period they shall be held to be fully competent to receive the full rate hereinbefore provided.

Boys and Youths.

3. Boys and youths may be employed up to the age of nineteen at such rates as may be agreed upon between employer and employee.

Under-rate Workmen.

4. Any worker who considers himself, by reason of old age, infirmity, imperfect training, or any other cause, incapable of earning the minimum wage hereby prescribed, may be paid such less wage as may be agreed upon in writing between such worker and the secretary or president of the union, and, in default of such agreement, as may be fixed in writing on the application of the worker by the Chairman of the Conciliation Board for this district or such other person as the Court may from time to time by order appoint. Twenty-four

hours' notice in writing of such application shall be given by the applicant to the secretary of the union, and such secretary shall, if he so desires, be heard by the Chairman or such other person upon such application. Any worker whose wages shall have been so fixed may work and be employed by any employer at such wage for the period of six calendar months thereafter, and after the said period of six calendar months until fourteen days' notice in writing shall have been given him by the secretary requiring him to have his wages again fixed in manner prescribed by this clause.

Casual Labour.

5. Casual labour shall be paid for at 1s. 0½d. per hour. "Casual labour" is all employment lasting not more than four days and terminated by the employer.

Holidays.

6. The following holidays shall be recognised : New Year's Day, the 2nd January, Anniversary Day, Good Friday, Easter Monday, Prince of Wales's Birthday, Labour Day, King's Birthday, Christmas Day, and Boxing Day. These holidays are not to be paid for. Any employer may agree with his men to exchange either the 2nd January or the Prince of Wales's Birthday for any other day.

Overtime.

7. Work done on Christmas Day, Good Friday, and Sundays shall be paid for at the rate of double time ; work done on all other holidays time and a half. All work done before and after the hours mentioned in clause 1 shall be paid for at the rate of time and a quarter.

Preference to Union.

8. So long as the rules of the union permit any person of good character and sober habits to become a member on payment of an entrance fee not exceeding 5s., upon his written application without ballot or other election, and so to continue upon contributing subscriptions not exceeding 6d. per week, the 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 particular work, but this shall not compel an employer to dismiss any person now employed by him. This does not apply to the employment of casual labour, nor to employment in places outside the City of Auckland.

9. No employer shall, in the engagement or dismissal of his men, discriminate against members of the union, or shall in the conduct of his business do anything directly or indirectly for the purpose of injuring the union.

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

11. This award shall bind the parties hereto and all persons thereafter engaged in this industrial district in the preparation of kauri-gum for export.

12. This award shall come into force on the 1st day of August, 1904, and shall remain in force until the 1st day of August, 1906, and shall thereafter remain in force until superseded by another award or an industrial agreement.

FREDK. R. CHAPMAN, J., President.