

CANTERBURY INDUSTRIAL DISTRICT.

(759.) CANTERBURY BOXMAKERS.—AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," and the amendments thereof, this 26th day of July, 1904, between the Canterbury Boxmakers' Industrial Union of Workers on the one part, and Whitcombe and Tombs (Limited), Horace J. Weeks (Limited), Aulsebrook and Co., and A. C. Andrews and Co., of Christchurch, on the other part, witnesseth that it is hereby mutually agreed by and between the said union and the said employers as follows:—

CONDITIONS OF LABOUR.

Hours.

1. The hours of work shall be not more than forty-five per week.

Proportion of Learners to Operatives.

2. The proportion of learners to operatives shall be not more than one learner to each three operatives, or two to five operatives.

3. Piece-hands shall take one learner for two weeks per year, if required.

- 3A. Workers shall keep bench and floor-space clean, apart from scrubbing.

Wages.

4. Learners' wages shall be 5s. per week for the first six months and 7s. 6d. per week for the second six months of the first year. After the first year piecework rates shall be paid. Employees on weekly wage shall receive not less than £1 per week. The rate to be paid for overtime shall be according to the provisions contained in "The Factories Act, 1901," or any amendment thereof.

5. Time-workers shall be paid at the rate of 6d. per hour when not on piece.

6. Unclassified or special work shall be paid for at the rate of 6d. per hour.

7. All flat-wire stitchers shall be paid 6d. per 1,000 stitches. Studding-machine, 9d. per 1,000 for all work not otherwise provided for.

Insufficiency of Operatives.

8. In the event of there being no operatives applying for work, after one week's notice employers shall be at liberty to take on additional learners beyond the number allowed, provided not more than two in one year are so taken on, except by arrangement with the union.

9. In the event of a pieceworker staying away from work without leave, any unfinished work may be given to another hand after twenty-four hours, who shall complete and receive full payment for same.

Extras, &c.

10. All extras and work not mentioned to be arranged for with the workers.

11. All boxes not mentioned to be reckoned as belonging to the class they most resemble.

Guillotine or Cutting Machines.

12. Girls shall not be employed on guillotine or cutting machines.

No Discrimination.

13. Employers shall not, in the engagement or dismissal of their hands, discriminate against members of the union, nor in the con-

duct of their business do anything for the purpose of injuring the union, whether directly or indirectly.

14. 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.

Female Workers only.

15. This agreement shall apply to female workers only.

16. Messrs. Aulsebrook and Co. are only bound by this agreement so far that they agree to pay the log rate of wages with respect to the making of confectionery-boxes.

Drapers' Boxes.

Costume-boxes, not less than 21, 15, 4, or more than 24, 17, 6—

Per Gross.

			s.	d.
1. Full top, covered any colour, making ...	...	...	12	0
2. " " " " wired ...	...	...	10	0
3. Labelling ...	...	...	1	0
4. Edging ...	...	...	1	0
5. With flies ...	...	...	1	0
6. " bottoms ...	...	...	1	0
7. Laths ...	...	...	2	0
8. Tapes ...	...	...	1	0

Over 24 in. by 17 in. by 6 in., 3s. extra, and extras 2, 3, 4, 5, 6, 7, 8, as above.

Glove-boxes, 12½, 3, 1—

Per Gross.

			s.	d.
1. Full top, any colour, making ...	...	...	2	9
3. Labelling ...	...	...	0	3
4. Edging ...	...	...	0	6
5. Fly-leaf ...	...	...	0	6
6. With bottoms ...	...	...	0	3
10. Lace ...	...	...	1	0

Hose-boxes, not less than 12, 5, 4, or more than 14, 7, 5, No. 1, making, 3s. 9d., and extras 2, 3, 4, 5, 6, as large boots.

Millinery and hat boxes, not less than 15, 15, 10½, or more than 17, 17, 11—

Per Gross.

			s.	d.
1. Covered any colour, making ...	...	...	10	0
3. Labelling ...	...	...	0	6
4. Edging ...	...	...	1	0
5. With flies ...	...	...	1	0
6. " bottoms ...	...	...	1	0
7. Laths ...	...	...	2	0
8. Tapes ...	...	...	0	6

Millinery and hat boxes, not less than 12, 10, 9, or more than $14\frac{3}{4}$, $14\frac{3}{4}$, $10\frac{1}{4}$, No. 1, covered any colour, making, 8s., and extras 3, 4, 5, 6, 7, 8.

Millinery and hat boxes, not less than 9, 9, 9, or more than $11\frac{3}{4}$, $9\frac{3}{4}$, 9, No. 1, covered, making, 6s., and extras 5, 6, 7, 8.

Millinery and hat boxes, oval or round, not more than 15, 14, 10, or less than 13, 12, 9—

			Per Gross.	
			s.	d.
1.	Covered any colour, making	... ..	10	0
2.	Rims wired, less	... ..	1	0
3.	Labelling	... ..	0	6
4.	Edging	... ..	1	0
6.	With bottoms	... ..	0	6
8.	Tapes	... ..	0	6

Millinery-boxes, smaller sizes, No. 1, making, 7s. per gross, and extras 2, 3, 4, 5, 6, 8, as above.

Patterns, No. 1, fixing in books or cards, 4d. per gross pieces.

Suit-boxes, not more than $20\frac{1}{2}$, 14, $4\frac{1}{2}$, or less than 19, 12, $3\frac{1}{2}$ —

			Per Gross.	
			s.	d.
1.	Covered any colour, making,	... ..	8	0
2.	Wired	... ..	6	0
3.	Labelling	... ..	0	6
4.	Edging	... ..	1	0
5.	With flies	... ..	1	0
6.	" bottoms	... ..	0	6

Clothing-factory Boxes.

Cap-boxes, not more than 22, 11, 11, or less than 19, 11, 10—

			Per Gross.	
			s.	d.
1.	Covered any colour, full top, making	... ..	12	0
3.	Labelling	... ..	0	6
4.	Edging	... ..	1	0
5.	With flies	... ..	1	0
6.	" bottoms	... ..	1	0
7.	Laths	... ..	2	0
8.	Tapes	... ..	0	6

Cap-boxes, not more than $18\frac{1}{2}$, $10\frac{1}{2}$, 10, or less than 15, $10\frac{1}{2}$, $9\frac{1}{2}$, making, 10s. per gross, and extras 3, 4, 5, 6, 7, 8.

Cap-boxes, not more than $14\frac{1}{2}$, 10, $9\frac{1}{2}$, and not less than 9, 8, $5\frac{1}{2}$, making, 8s. per gross, and extras 3, 4, 5, 6, 7, 8.

Cap-boxes, not more than $11\frac{3}{4}$, $9\frac{3}{4}$, 8, and not less than 9, 8, $5\frac{1}{2}$, making, 5s. per gross, and extras 3, 4, 5, 6, 7, 8.

Shirt-boxes, 21, 10, $1\frac{1}{2}$ to $3\frac{1}{2}$ deep—

			Per Gross.	
			s.	d.
1.	Full top, any colour, making	... ..	7	0
2.	" " wired	... ..	5	6
3.	Labelling	... ..	0	6

					Per Gross.	
					s.	d.
4.	Edging	...	...	...	1	0
5.	With two flies	...	...	...	1	0
6.	" bottoms	...	...	...	0	6
7.	Wood frames	...	...	...	2	6
8.	Tapes	...	...	...	0	6
9.	Ribbons	...	...	...	2	0
Shirt-boxes, 21, 10, $1\frac{1}{2}$ to $3\frac{1}{2}$ deep—						
1.	Full top, any colour, making	...	...	...	6	0
2.	" " wired	...	...	...	4	6
3.	Labelling	...	...	...	0	6
4.	Edging	...	...	...	1	0
5.	With two flies	...	...	...	1	0
6.	" bottoms	...	...	...	0	6
7.	Wood frames	...	...	...	2	6
8.	Tapes	...	...	...	0	6
9.	Ribbons	...	...	...	2	0
Pyjama-suit boxes, 15, 11, 5, to 8 in.—						
1.	Full top, any colour, making	...	...	...	7	0
2.	" " wired	...	...	...	4	0
3.	Labelling	...	...	...	0	6
4.	Edging	...	...	...	1	0
5.	With two flies	...	...	...	1	0
6.	" bottoms	...	...	...	0	6
7.	Wood frames	...	...	...	2	6
8.	Tapes	...	...	...	0	6
9.	Ribbons	...	...	...	2	0
Pyjama-suit boxes, 15, 11, $1\frac{1}{2}$, to $4\frac{1}{2}$ in.—						
1.	Full top, any colour, making	...	...	...	5	0
2.	" " wired	...	...	...	1	6
3.	Labelling	...	...	...	0	6
4.	Edging	...	...	...	1	0
5.	With two flies	...	...	...	1	0
6.	" bottoms	...	...	...	0	6
7.	Wood frames	...	...	...	2	6
8.	Tapes	...	...	...	0	6
9.	Ribbons	...	...	...	2	0
Tie-boxes, not more than 17, $6\frac{1}{2}$, $3\frac{1}{2}$, or less than 14, 5, 3—						
1.	Card, full top, any colour, making	...	...	...	5	0
3.	Labels, each label	...	...	...	0	3
4.	Edging	...	...	...	0	6
5.	With two flies	...	...	...	0	6
6.	With bottoms	...	...	...	0	3
10.	With glass top	...	...	...	2	0
11.	Divisions, each division	1	3

Fixture-boxes, not less than 18, 12, 4, or more than 25, 16, 5—

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|--------------------------------|-----|-----|--------------|
| 1. Covered cloth, wood or card | ... | ... | 6d. per box. |
| 12. Ticket-holes | ... | ... | 2d. " |

All re-covers to be paid at same rates, or time-work 6d. per hour.

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|-------------------------------|-----|-----|--------------|
| Under 18, 12, 4, to 12, 10, 3 | ... | ... | 4d. per box. |
| Over 25, 16, 5 | ... | ... | 7d. " |

Umbrella-boxes, not less than 33, 7, 1½, or more than 38, 9, 2, to hold a half-dozen—

			Per Gross.
			s. d.
1. Card, covered any colour, full top, making	...	...	8 0
3. Labels	...	...	0 6
4. Edge	...	...	1 0
5. With flies	...	...	1 0
6. With buttons	...	...	0 6
7. With frames...	...	...	2 0

Umbrella-boxes, to hold a quarter-dozen—

1. Card, covered any colour, full top, making	...	...	6 0
3. Labels	...	...	0 6
4. Edge	...	...	1 0
5. With flies	...	...	1 0
6. With bottoms	...	...	0 6
7. Wood Frames	...	...	2 0
Singles, covered, making	...	...	4 0
Wire-stitched, studded or machine-made, any size	...	...	3 6

Boot-boxes.

Large, not less than 12, 5, 4, or more than 14, 7, 5—

			Per Gross.
			s. d.
1. Full top, of any colour, making	...	...	4 0
2. " " " wired	...	...	2 6
3. Labelling, each label	...	...	0 3
4. Edging	...	...	0 6
5. With fly	...	...	0 6
6. With bottoms	...	...	0 3

Medium, not less than 10, 5, 3¼, or more than 11¾, 5¾, 3¾—

1. Full top, any colour, making	...	...	3 6
2. " " " wired	...	...	2 6
3. Labelling	...	...	0 3
4. Edging	...	...	0 6
5. With fly	...	...	0 6
6. With bottoms	...	...	0 3

Small, not less than 6½, 3, 3, or more than 9¾, 4¾, 3—

1. Full top, any colour, making	...	...	2 9
2. " " " wired	...	...	2 0
3. Labelling	...	...	0 3

					Per Gross.	
					s.	d.
4.	Edging	...	...	...	0	6
5.	With fly	...	...	...	0	3
6.	With bottoms	...	...	...	0	3
Wiring boots, 6d. per gross, or time 6d. per hour.						
Uncovered, all sizes, 2s. 6d. per gross ; fastened paper or calico, 3s. per gross.						
Boot-polish boxes—						
Covered leatherette, not less than 5, 4, 3 $\frac{1}{4}$, or more than 7, 6, 3 $\frac{1}{2}$, making					4	6
Covered any colour paper, full top, not less than 5, 4, 3 $\frac{1}{4}$, or more than 7, 6, 3 $\frac{1}{2}$, making					3	9
4.	Edging	...	...	...	0	6
5.	With fly	...	...	...	0	3
6.	With bottoms	...	...	...	0	3
Uncovered, fastened paper, lids calico					2	0
"	"	calico all cut...			2	3
"	"	wire-stitched (per gross less)			1	0

Confectionery-boxes.

4 lb. and 5 lb. card, not less than 10, 7, 1 $\frac{1}{2}$, or more than 11 $\frac{1}{2}$, 8 $\frac{1}{2}$, 2 $\frac{1}{2}$ —

					Per Gross.	
					s.	d.
1.	Full top, any colour, lift-off lid	...	...	...	3	9
3.	Labelling, each label	...	...	...	0	6
6.	With bottoms	...	...	...	0	3
7.	Wood frames	...	...	...	0	6
7A.	" lined	...	...	...	1	0
8.	Tapes on lid	...	...	...	0	6
12.	Hinged lid	...	...	...	0	6
11.	With division	...	...	...	1	0
10.	With lace	...	...	...	1	0
To hold 6 lb. to 10 lb.—						
1.	Full top, any colour, lift-off lid...	...	...	...	5	3
3.	Labelling, each label	...	...	...	0	6
6.	With bottoms	...	...	...	0	3
7.	Wood frames	...	...	...	0	6
7A.	" lined	...	...	...	1	0
8.	Tapes on lid...	...	...	...	0	6
11.	With division	...	...	...	1	0
12.	Hinged lid	...	...	...	0	6
10.	With lace	...	...	...	1	6
Coronation, with division as 10 lb.						
" without division as 10 lb.						
Caramels, large, as 10 lb.						
Penny chocolates, as 4 lb. and 5 lb.						
" creams, as 4 lb. and 5 lb.						

	Per Gross.
	s. d.
$\frac{1}{4}$ lb. card—	
1. Plain, lift-off lid, any colour	2 0
3. Labelling, each label	0 3
6. With bottoms	0 3
12. Hinged lid	0 6
10. With lace	1 0
14. Flanged tops and bottoms	1 6

 $\frac{1}{2}$ lb.—

1. Making, 3s., and extras.

Bottle-boxes, not more than 7, 6, 7, or less than $5\frac{1}{2}$, 5, 5—

1. Plain full-top, lift-off lid, any colour	3 6
3. Labelling	0 3
4. Edging	0 6
6. With bottoms	0 3
11. Making division, six compartments	0 6
12. Hinged lid	0 6
11. Making division, twelve compartments	0 6

Other sizes as per arrangements.

Cartons and Jelly Packets—

Sticking sides only, 1s. 6d. per 1,000 up to 5 in.; 3d. per inch per 1,000.

Sticking bottoms, 3s. 6d. per 1,000, any size up to 3 in. square.

*Chemists' Boxes.*Powder-boxes, any slide-box, not more than 4, $1\frac{3}{4}$, $1\frac{3}{4}$ — Per Gross.

	s. d.
1. Plain covered full top, any colour	2 0
3. Labels or printing	0 3
6. With bottoms	0 3

Seidlitz-boxes, not more than 6, 4, 3—

1. Plain full top, lift-off lid, any colour	2 6
3. Labelling	0 3
6. With bottoms	0 3
4. Edging	0 6
12. Hinged lid	0 6
15. With shoulder	0 6

Confectionery Boxes.

Wedding-cake boxes, card slopes or squares, not more than 4, 3,

 $1\frac{1}{4}$ —

	Per Gross.
	s. d.
1. Plain full top, any colour	2 9
4. Edging	0 6
6. With bottoms	0 3
10. Lacing	1 0
16. Printing tabs	0 6
17. Lining tin	1 0

<i>Stationery Boxes</i> , not more than 7, 5½, 2½—		Per Gross.	
		s.	d.
1. Plain lift-off lid, covered, any colour	... ..	2	9
3. Labelling	... ..	0	3
6. With bottoms	... ..	0	3
12. Hinged lid	... ..	0	6
12a. Hinged front	... ..	0	6
16. Printing, each side showing	... ..	0	6

<i>Ink-powder Boxes</i> , not more than 5, 4, 2—			
1. Card, full top, any colour	... ..	2	0
4. Edging	... ..	0	6
6. With bottoms	... ..	0	3
18. Thumb-holing	... ..	0	3
Plain card fastened up calico	... ..	1	6

<i>Washing-powder Boxes</i> , not more than 16, 9, 7, or less than 12, 8, 5—			
1. Full top, covered any colour	... ..	5	6
Lift-off lid, fastened up calico only	... ..	3	0
2. Wired (per gross less)	... ..	1	6
3. Labelling, each label or printed bands	... ..	0	3
6. With bottoms	... ..	0	6
12. Hinged lids	... ..	0	6

<i>Jewellers' Boxes</i> , not larger than 4, 4, 1½—			
1. Plain boxes, full top	... ..	2	0
3. Labels or printed top	... ..	0	3
4. Edging	... ..	0	6
6. With bottoms	... ..	0	3

<i>Brush-boxes</i> , not more than 16, 6, 5, or less than 12, 4, 4—			
1. Fastened-up paper, making	... ..	2	0
" calico	... ..	2	6
2. Wire-stitched	... ..	1	6
19. Studded	... ..	1	6

Machine-work—Metal-edging and Studding.

(Piecework, and on time at 6d. per hour.)

L.B. jewellery-boxes, 3, 1½, ¾, to 4, 2½, 1, 1s. 6d. per gross, three hours.		Per Gross.	
		s.	d.
Folding millinery or costumes	... ..	3	6
L.B. costumes or suits, metal corners	... ..	4	6
Grey costumes or suits	... ..	4	0
Square millinery, 16, 16, 6	... ..	3	6
Ordinary millinery, grey or L.B.	... ..	3	6

This agreement shall come into operation on the 1st day of September, 1904, and continue in force until the 31st day of August 1907, or until a new agreement has been entered into.

Signed on behalf of the union—

FLORENCE HUGHES.
RHODA ALDWIN.

Witness to above signatures—

A. T. SCOTT,
Boxmaker, Christchurch.

Signed on behalf of employers—

HORACE J. WEEKS
(for Horace J. Weeks, Limited).

P. E. WHITCOMBE
(for Whitcombe and Tombs, Limited).

Witness to above signatures—

A. T. SCOTT, Boxmaker,
Cox Street, St. Albans.

AULSEBROOK AND Co.
(R. E. McDougall, Proprietor).
ANDREWS AND Co.

Witness—

HENRY BROADHEAD.
