

FILED IN OCTOBER.

NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

(764.) NORTH AUCKLAND TIMBER-WORKERS.—AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," this 15th day of August, 1904, between the Auckland Sawmillers and Woodware-manufacturers' Industrial Union of Employers; the South Auckland Sawmillers' Association (Limited) (duly incorporated under "The Companies Act, 1903," and having its registered office at Hamilton); Frederick Foote and William Foote, of Whakapara, sawmillers, carrying on business in copartnership under the name, firm, or style of "Foote Bros.;" Francis Mander and Samuel Bradley, of Wairiki, carrying on business in copartnership under the name, firm, or style of "Mander and Bradley"; and the Mitchelson Timber Company (Limited) (duly incorporated under "The Companies Act, 1903," and having its registered office at Auckland), (hereinafter called "the employers"), of the one part, and the North Auckland Timber-workers' Industrial Union of Workers (hereinafter called "the employees") of the other part, whereby it is agreed as follows:—

1. That as between the parties hereto and each and every of them the terms, conditions, and provisions set out in the schedule hereto annexed shall be binding upon the said parties 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 agreement. And, further, that the said parties and each and every of them shall respectively do, observe, and perform every matter and thing by this agreement 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 agreement or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same.

2. This agreement shall come into operation on the 1st day of August, 1904, and shall continue in force for the full term of three years from the said 1st day of August, 1904.

In witness whereof the said parties have executed these presents.

Executed on behalf of the Auckland Sawmillers and Woodware-manufacturers' Industrial Union of Employers, under its common

seal, by Thomas H. White, the chairman, and W. B. Leyland, a member of the executive of the said union, by the direction of the said union at a meeting held on the 24th day of June, 1904.

[L.S.] T. H. WHITE.
W. B. LEYLAND.

In the presence of—David Goldie, timber-merchant, Auckland.

Executed by and on behalf of the said Francis Mander and Samuel Bradley (trading as aforesaid as "Mander and Bradley") by Samuel Bradley. MANDER AND BRADLEY.

In the presence of—E. L. McKinstry, clerk, Auckland.

Executed on behalf of the Mitchelson Timber Company (Limited), under its common seal, this 10th day of August, 1904, in the presence of—

[L.S.] E. MITCHELSON, }
FRANK JAGGER, } Directors.
THOS. H. BARSTOW, Secretary.

Executed on behalf of the North Auckland Timber-workers' Industrial Union of Workers, under its common seal, by John Stallworthy, chairman, and Frederick William Phillips, secretary of the said union, by the direction of the said union at a meeting held on the 16th day of July, 1904.

[L.S.] JOHN STALLWORTHY, Chairman.
F. W. PHILLIPS, Secretary.

In the presence of—Edward Phelan, mill-hand, Aratapu.

Executed on behalf of the South Auckland Sawmillers' Association (Limited), under its common seal, this 16th day of August, 1904.

[L.S.] T. W. ELLIS.
J. W. BAYLEY.

In the presence of—W. F. Mason, secretary.

Executed by and on behalf of the said Frederick and William Foote (trading as aforesaid as "Foote Bros.") by Frederick Foote. F. AND W. G. FOOTE.

In the presence of—Frederick G. Fish, clerk, Auckland.

SCHEDULE.

STATEMENT OF CONDITION OF WAGES AND LABOUR REQUIRED BY THE AUCKLAND AND SOUTH AUCKLAND SAWMILLERS' UNION.

Hours of Labour.

1. The hours to be observed in mills and factories in the Provincial District of Auckland shall the forty-seven hours' work for the week. The hours to be worked shall be from 7.30 to noon and from 1 to 5 p.m. during the first five days of the week, and from 7.30 to noon on Saturdays.

2. The limits of working-hours prescribed in clause 1 hereof shall not apply to any worker employed in getting up steam for

the machinery in the respective mills of the employers, or in making preparations for the ordinary work in such mills.

Overtime.

3. Overtime in mills in the Provincial District of Auckland shall be paid for at the rate of time and a quarter.

4. Where any employees are required to work overtime to repair any breakdown of machinery necessarily causing a stoppage of the mill or factory, only ordinary time-rates shall be paid.

Holidays.

5. The following shall be recognised holidays in the city and suburban mills: New Year's Day, Good Friday, Easter Monday, the Sovereign's Birthday, Labour Day, Christmas Day, and Boxing Day.

6. In country mills the recognised holidays shall be New Year's Day, Good Friday, and Christmas Day.

7. The provisions of clause 4 hereof shall apply to all holidays.

8. When night shifts are worked employers shall as far as possible arrange the work of the mill that men shall be required to work by night only on alternate weeks.

9. There shall be no limit to the number of boys employed in sawmills or factories; and as the system of fixing boys' wages according to their age has proved unworkable and unjust to the weaker boys, the employers would ask that the fixing of boys' wages be left in the hands of the workers' union officials and the employer.

10. Any worker who may consider himself incapable of earning the minimum rate of wage for his employment may be paid such less sum (if any) as shall from time to time be agreed upon in writing between such worker and the secretary of the workers' union. In the case of country mills, where access to the secretary is not possible, the matter shall be referred either to a Stipendiary Magistrate or a Justice of the Peace (not being the employer or a member of the workers' union), who shall have power to fix the wages, and the union shall be notified thereof within fourteen days.

11. No employer shall discriminate against members of the union, nor shall, in the engagement or dismissal of his employees or in the conduct of his business, do anything directly or indirectly for the purpose of injuring the union.

12. 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.

13. The fixing of the wages of foremen and heads of departments shall be left entirely in the hands of the employers.

14. In order to save delay, a committee shall be appointed by the workers' union in the city and suburbs of Auckland, whose

duty it will be to issue permits to workmen who may consider themselves unable to earn the minimum rate of wages fixed.

15. In respect to the wages hereinafter prescribed in this agreement for small machines, it is understood that those at present working them shall not have their wages reduced to the minimum fixed.

16. Where time is deducted for time not worked, it shall be calculated at six times the daily rate of pay divided by forty-seven.

Minimum Rate of Wages.

17. The following shall be the minimum rate of wages to be paid to workers in country mills per day:—

	s.	d.
Head-men at breaking-down saws	8	4
Tail-men at ditto	7	6
Head-men at first travelling circulars	8	6
Tail-men at ditto	7	6
Head-men at second travelling circulars	8	6
Tail-men at ditto	7	6
Head-men at first drag-benches	7	6
Tail-men at ditto	7	0
Head-men at second drag-benches	7	0
Tail-men at ditto (if an adult)...	6	0
Head-men at recutter saws	8	0
Tail-men at ditto	7	6
Wedger at first circular saws	6	6
Men in charge of deal-frames or gang-saws	6	8
Men in charge of two deal-frames or gang-saws	7	6
Men in charge of jigger-saws or log-frames	8	4
Log-getters	7	0
Men in charge of goose-saws	7	0
Assistant saw-doctor (if an adult)	8	0
Slip-men, slip-truck-stackers, ordinary yard-men, slab-men, sawdust-men, and shavings-men (if adults), each	7	0
Horse-drivers	7	6
Engine-drivers when required to hold first-class certificate	9	0
Engine-drivers when required to hold second-class certificate	8	0
Stokers	7	0
Engine-drivers where no stoker is employed—		
If required to hold a certificate	9	0
If not required to hold a certificate	8	0
Blacksmiths	10	0
Blacksmiths' strikers (if adults)	7	0
Head mill-carpenters	9	0
Second mill-carpenters	8	6

	s.	d.
Yard-men whose duty it is, although not in charge of the yard, to measure timber and to load and unload trucks, &c.	7	6
Other ordinary yard-men (if adults)	7	0
Tally-men (if adults)	7	6
Machine-men who make and keep their own irons	9	0
Machine-men who set up their machines	7	6
Other planing-machine men (if adults)... ..	7	0
Dressed-timber sorters	7	0
Watchmen, per night	6	0
(These are not to receive extra rates for working on Sundays or holidays. Maximum hours to be worked, sixty-three per week.)		
Engineers and fitters... ..	9	0
Head-men on band-mills	8	6
Dogger and setter on ditto	8	0
Assistant ditto on ditto	7	6
Head-men on gang edger	7	6
Tail-men on ditto	7	0

18. The following shall be the minimum rate of wages to be paid to workers in city and suburban mills per day:—

	s.	d.
Head-men at breaking-down saws	8	4
Tail-men at ditto	7	6
Head-men at travelling circular saws	8	6
Tail-men at ditto	7	6
Head-men at first drag-benches	7	6
Tail-men at ditto	7	0
Log-getters	7	0
Men in charge of goose-saws	7	0
First assistant saw-doctor (if an adult)... ..	8	0
Second ditto (ditto)	7	0
Third ditto (ditto)	6	0
Ordinary yard-men, stackers, sawdust-men, shavings-men, and slab-men (if adults)	7	0
Engine-drivers when required to hold a first-class certificate	9	0
Engine-drivers when required to hold a second-class certificate	8	0
Stokers	7	0
Engine-drivers where no stoker is employed—		
If required to hold a certificate	9	0
If not required to hold a certificate	8	0
Engineers and fitters... ..	9	0
Head-men on band-mills	8	6
Dogger and setter on ditto	8	0
Assistant ditto on ditto	7	6
Head-men on gang edger	7	6
Tail-men on ditto	7	0

	s.	d.
First order-men	8	0
Second ditto	7	6
Dressed-timber sorters	7	0
Watchmen, per night	6	0

(These are not to receive extra rates for working on Sundays or holidays. Maximum hours per week, sixty-three.)

Machinery Department—		
Second-class machinist	9	0
Other machine-feeders (if adults)	6	0

The following minimum rates have been fixed for machines as described per day:—

Parker, Lamb, and Co.—			s.	d.
Deal-frames	...	...	6	8
No. 1 drag (head)	...	...	6	0
„ (tail)	...	...	4	2

Leyland-O'Brien Timber Company (Limited)—

Drag-bench (head)	..	..	..	7	0
„ (tail)	..	..	..	6	0
Recutter (head)	..	..	..	7	0
„ (tail)	..	..	..	4	2

Waitemata Sawmill Company—

Drag-bench (head)	..	..	..	7	6
„ (tail)	..	..	..	7	0
Recutter (head)	..	..	..	7	0
„ (tail)	..	..	..	4	2
Deal-frames	..	..	..	6	8

Goldie's Mill—

Deal-frame	..	..	..	6	8
Recutter (head)	..	..	..	8	0
„ (tail)	..	..	..	7	6
No. 1 drag (head)	..	..	..	6	0
„ (tail)	..	..	..	4	2
No. 2 drag (head)	..	..	..	6	0
„ (tail)	..	..	..	4	2

Kauri Timber Company (Limited)—

Log-frame	..	..	..	7	0
No. 1 deal-frame	..	..	..	6	8
No. 2 „	..	..	..	5	6
No. 3 „	..	..	..	5	6
No. 4 „	..	..	..	3	4
No. 5 „	..	..	..	3	4
No. 6 „	..	..	..	5	6
No. 1 drag (head)	..	..	..	7	6
„ (tail)	..	..	..	7	0

				s.	d.
No. 2 drag (head)	..	..	..	6	0
„ (tail)	..	..	..	4	2
No. 3 drag (head)	..	..	..	6	0
„ (tail)	..	..	..	4	2
No. 4 drag (head)	..	..	..	6	0
„ (tail)	..	..	..	4	2
Recutter (head)	..	..	..	7	0
„ (tail)	..	..	..	4	2
Box Department, Kauri Timber Company—					
Nos. 7 and 8 deal-frames	..	..	..	6	0
No. 1 drag (head)	..	..	..	6	0
„ (tail)	..	..	..	4	2
No. 2 drag (head)	..	..	..	6	0
„ (tail)	..	..	..	4	2
Macklow Bros.—					
Deal-frame	..	..	..	6	8
Recutter (head)	..	..	..	7	6
„ (tail)	..	..	..	7	0
Box-drags (head)	..	..	..	6	0
„ (tail)	..	..	..	4	2

The rate of wages set forth in this agreement shall be the rate paid at head or tail of breakdown saws, head or tail of travelling circulars, head or tail of first drag benches and log-getters, irrespective of the age of the worker.

All wages shall be paid in full at not longer intervals than bi-monthly.

JOHN STALLWORTHY, Chairman.
F. W. PHILLIPS, Secretary.