

WELLINGTON INDUSTRIAL DISTRICT.

(767.) NAPIER PAINTERS AND DECORATORS.—RECOMMENDATIONS.

In the Wellington Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1900,” and its amendments; and in the matter of an industrial dispute between the Napier Painters and Decorators’ Industrial Union of Workers and the undermentioned employers: (1) A. E. Lawrence, painter, Woodville; (2) H. T. Perkins, painter, Woodville; (3) A. Nash, painter, High Street, Dannevirke; (4) A. Webb, painter, Burns Street, Dannevirke; (5) B. Scrimgeour, painter, Tepapakuku, Dannevirke; (6) B. James, painter, High Street, Dannevirke; (7) G. James, painter, Miller’s Road, Dannevirke; (8) — Caulder, carpenter, High Street, Dannevirke; (9) Dannevirke Co-operative Association, merchants, High Street, Dannevirke; (10) A. L. Gordon, ironmonger, High Street, Dannevirke; (11) — Clayton, painter, High Street, Dannevirke; (12) P. Gaulton, painter, High Street, Dannevirke; (13) G. Amor, painter, Dannevirke; (14) E. G. Scott, painter, Norsewood; (15) W. H. Beale, painter, Ormondville; (16) J. Sharpin, builder, Waipukurau; (17) R. Scott, painter, Waipukurau; (18) Miller and Slatford, painters, Waipukurau; (19) H. Lylie, builder, Havelock North; (20) G. Kemp, painter, Havelock North; (21) H. Chambers, painter, Havelock North; (22) E. P. Coles, builder, Ongaonga; (23) C. H. Nash, painter, Takapau; (24) G. Abrahams, painter, Waipawa; (25) C. H. Nash, painter, Waipawa; (26) Miller and Slatford, painters, Waipawa; (27) J. Garnett, painter, Hastings; (28) S. T. Tong, builder, Hastings; (29) C. Brausche, builder, Hastings; (30) Battershall and Bartle, painters, Hastings; (31) J. Adamson, builder, Queen Street, Hastings; (32) T. L. Burden, painter, Avenue Road, Hastings; (33) J. Bishop, painter, Hastings; (34) Catherall, Wellman, and Unwin, painters, Here-taunga Road, Hastings; (35) J. Allon, painter, Havelock Road, Hastings; (36) D. Sinclair and Sons, painters, Riverslea Road.

Hastings; (37) Stanley Bros., builders, Havelock Road, Hastings; (38) H. Campbell, builder, Selwyn Road, Hastings; (39) J. Wilson, builder, Nelson Street, Hastings; (40) A. E. Wood, painter, Millar Street, Napier; (41) Limbrick and Williams, painters, Carlyle Street, Napier; (42) R. Holt, timber-merchant, Thackeray Street, Napier; (43) T. W. Bear, painter, Hastings Street, Napier; (44) Black Bros., painters, Emerson Street, Napier; (45) Williams Bros., painters, Emerson Street, Napier; (46) K. Beecham, painter, Shakespeare Road, Napier; (47) J. R. Warden, painter, Carlyle Street, Napier; (48) Murrow Bros., painters, Dickens Street, Napier; (49) Bull Bros., painters and builders, Port Ahuriri; (50) T. F. Taylor, builder, Munroe Street, Napier; (51) B. J. Murrow, painter, Meeanee, Hawke's Bay; (52) R. J. Hamlin, builder, Havelock Road, Napier; (53) H. J. Holder, builder, Emerson Street, Napier; (54) T. Durney, builder, Hastings Street, Napier; (55) E. Ashton, builder, Napier; (56) W. Ward, builder, Awatoto, Napier; (57) S. Sergeant, painter, Wairoa, Hawke's Bay; (58) O. Johansen, painter, Wairoa, Hawke's Bay.

THE Conciliation Board for the Industrial District of Wellington, having received the necessary proof establishing its jurisdiction in the above matter, and having heard the parties and their evidence, and having carefully inquired into the said dispute, recommends as follows:—

That the parties to the said dispute enter into an industrial agreement for a period commencing immediately after the expiry of one month from the filing hereof, and enduring until the 1st day of October, 1907; the agreement to contain the following conditions:—

HOURS OF LABOUR.

1. Where the agreement is applicable to painters and decorators employed in any factory or business where the principal business is not that of painters and decorators, but where painting and decorating is subsidiary to and a part only of such principal business, the hours of labour for such painters and decorators shall be the hours observed generally in the principal business.

2. The recognised hours of work shall be from 8 a.m. to 5 p.m. on five days of the week, and from 8 a.m. to noon on Saturday, one hour to be allowed each day for dinner (Saturday excepted), from the 1st day of September to the 30th day of April, both days inclusive; and from the 1st day of May to the 31st day of August from 8 a.m. to 4.30 p.m. on five days of the week, and from 8 a.m. to noon on Saturdays, one half-hour to be allowed each day for dinner (Saturday excepted).

RATE OF WAGES.

3. All journeymen painters, paperhangers, glaziers, grainers, and decorators, and all other journeymen working at any branch

of the trade (except those hereinafter mentioned) shall be paid not less than 1s. 3d. per hour, and when working for other than recognised employers shall receive 1s. per day extra.

INCOMPETENT WORKMEN.

4. Any journeyman who considers himself not capable of earning the minimum wage may be paid such less wage as shall from time to time be agreed upon in writing between such journeyman and the chairman and secretary of the workers' union. Any journeyman whose wage has been so fixed may work and may be employed for such less wage for a 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 him by the secretary of the union, requiring his wage to be again fixed in manner prescribed by this clause.

OVERTIME.

5. All overtime worked beyond the time mentioned in the foregoing rules 1 and 2 shall be considered overtime, and shall be paid for at the following rates: Time worked from the ordinary hour of ceasing work up to 8 p.m., at the rate of time and a quarter; between 8 p.m. and midnight, time and a half; between midnight and the ordinary hour for commencing work, double time. On Saturdays, from the ordinary time of closing till midnight, time and a half; on Sundays, Christmas Day, Good Friday, and Labour Day, double time.

PAY-DAY.

6. All wages earned by any journeyman or apprentice in any one week shall be paid him by his employer on the Friday in that week; but if any journeyman or apprentice is working away from his employer's place of business such wages may be paid on the following Saturday at the place where such journeyman or apprentice is so working.

APPRENTICES.

7. All boys commencing to work in any branch of the trade shall be legally indentured as apprentices for the term of five years; but every boy so commencing shall be allowed three calendar months' probation prior to being so indentured.

8. The proportion of apprentices to journeymen employed by any employer shall not exceed one apprentice to every three—*i.e.*, to every three men—or fraction of the first three men. For the purpose of determining the proportion of apprentices to journeymen, in taking any new apprentice the calculation shall be based on a two-thirds full-time employment of the journeymen employed for the six previous calendar months.

9. The wages to be paid to apprentices shall be: For the first year, 6s. 6d. per week; for the second year, 10s. per week; for the third year, 15s. per week; for the fourth year, £1 per week; and for the fifth year, £1 5s. per week.

10. If any employer shall, from any unforeseen cause, be unable to fulfil his obligation to an apprentice, it shall be lawful for such apprentice to complete his term with another employer, and such employer may take and employ such apprentice notwithstanding that he has already the full number of apprentices allowed by these conditions.

PREFERENCE.

11. If the rules of the workers' union permit any person of good character and sober habits now employed in the trade in this industrial district, and any other person residing or who may hereafter reside in this industrial district who is of good character and sober habits, 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 otherwise, not exceeding 6d. per week, upon a written application of the person so desiring to join the workers' union, 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 particular work required to be done and ready and willing to undertake it. Nothing in this clause contained shall be deemed to prevent any employer from continuing in his employment any journeyman legally employed by him at the time of the coming into operation of this award, notwithstanding such journeyman may not be a member of any of the unions parties to this award.

12. It shall be a sufficient compliance with this clause if any journeyman hereafter to be employed by any employer is a member of any one of the unions parties to this award, notwithstanding that he may be employed by an employer carrying on his business in some part of this industrial district in respect of which such union may not have been registered.

13. No employer shall discriminate against members of the workers' union, and no employer shall, in the employment or dismissal of journeymen or in the conduct of his business, do anything for the purpose of injuring the workers' union, whether directly or indirectly.

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

15. Each employer employing apprentices shall, when called upon to do so in writing by the secretary of the union within whose district such employer may have his principal place of business, give reasonable information to such secretary of the number of apprentices in his employ and the particulars of their engagements, and shall, if such secretary request him to do so, allow such secretary to inspect the deeds of apprenticeship of any such apprentice.

COUNTRY WORK.

16. Country work means work performed by a journeyman or an apprentice at a distance of six miles or over six miles from his employer's place of business.

17. Any journeyman or apprentice employed in country work shall be conveyed by his employer to or from such work free of charge, or his travelling-expenses going to and returning from such work shall be paid by such employer, but once only during the continuance of the work if such work is continuous and the journeyman or apprentice is not in the meantime recalled by his employer.

18. Any journeyman or apprentice employed on country work shall be paid, in addition to his wages and overtime at the rates hereinbefore mentioned, a further sum of 1s. for each working-day while he is so employed, towards his extra expenses; and his employer shall also pay him at the ordinary rate for all time engaged in travelling to and returning from such work, but once only.

SUBURBAN WORK.

19. "Suburban work" means work performed by a journeyman or apprentice at a distance of over two or less than six miles from his employer's place of business.

20. Any journeyman or apprentice employed upon suburban work shall be conveyed by his employer to and from such work free of charge, or his travelling-expenses going to and returning from such work each day shall be paid by his employer.

EMPLOYMENT-BOOK.

21. The workers' union shall keep at the office of the union, or such other convenient place as the union shall from time to time determine upon, a book to be called the "employment-book," wherein shall be entered the names and exact addresses of all members of the workers' union for the time being out of employ, with a description of the branch of the trade in which each such workman claims to be proficient, and the names and addresses of last two employers by whom each such workman shall have been employed. Immediately upon any such workman obtaining employment, a note thereof shall be entered in such book.

UNIONISTS EMPLOYED FOR LESS THAN THE MINIMUM WAGE UNDER PERMIT.

22. The proportion of unionists employed by any employer for less than the minimum wage under permit shall not exceed one to every four fully paid journeymen, the proportion to be determined as in clause 8: Provided that "permit" men may be employed if no fully competent men are out of work.

SUBLETTING.

23. No employer shall give piecework or sublet any work to any worker.

EXEMPTIONS.

Nothing in this agreement contained shall be deemed to apply to the N.B. and H.B. Freezing Company, Western Spit, or to Nelson Bros.' Freezing Company, Tomoana. But in the event of the said companies altering the present conditions under which they now employ and pay the painters employed by them, leave is reserved to the Napier Industrial Union of Workers to apply that this agreement shall extend to the said companies, or that the Board may make such further recommendations in the matter as to it may seem fit.

Dated this 1st day of September, 1904.

B. L. THOMAS,
Chairman, Board of Conciliation for the Wellington
Industrial District.
