
CANTERBURY INDUSTRIAL DISTRICT.

(788.) CANTERBURY CURRIERS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury 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 Canterbury Carriers' Industrial Union of Workers (hereinafter called "the workers' union") and the undermentioned persons, firms, and companies (hereinafter called "the employers"): The Canterbury Tanners, Fellmongers, and Wool-scourers' Industrial Union of Employers.

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 1st day of October, 1904, and shall continue in force until the 1st day of October, 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 1st day of October, 1904.

FREDK. R. CHAPMAN, J., President.

THE SCHEDULE.

Hours.

1. A week's work shall consist of forty-eight hours, the week to end at 12 o'clock noon on Saturday. The working-hours shall be regulated between the hours of 7.30 a.m. and 6 p.m. on all days except Saturday,

and between the hours of 7.30 a.m. and 12 noon on Saturdays, according to the requirements of each business.

Every employer shall be entitled to the fullest control of his factory, and to make such rules and regulations (not inconsistent with these conditions) as he may deem necessary for the proper arrangement of his business.

Overtime.

2. The first two hours overtime worked on each day after the recognised hour for ceasing work shall be paid for at the rate of time and a quarter. and after that at the rate of time and a half.

Holidays.

3. The following days shall be recognised as holidays : New Year's Day, Good Friday, Easter Monday, Labour Day, birthday of the reigning Sovereign (or in lieu thereof, Show Day), Anniversary Day, Christmas Day, and Boxing Day, and all work done on these days shall be paid for at the rate of time and a half, and any work done on Sundays double time.

Wages.

4. All competent journeymen carriers shall receive not less than 1s. 0½d. per hour, which shall be the minimum rate. Three days' notice to be given of services not being required, or of a worker's intention to leave.

Tools.

5. The employer shall supply all tools required, such tools to remain the property of the employer and shall not be taken off the premises.

Machinery.

6. In the working of all machinery used in the working of the carriers' department, preference shall be given to carriers, provided such carriers shall have had previous experience with such machines, and are equally competent with other workmen who are not carriers. Apprentices to the carrier's trade shall be taught to use such machines as are used in this department. Carriers shall be given the preference in the working of any new machinery which may be introduced into this department, whenever no expert is available for working any such machine.

Working on the Beam.

7. No carrier shall be kept more than one week continuously on the shaving-beam.

Workmen recognised.

8. Only two classes of workers shall be recognised (except as hereinafter stated)—namely, journeymen carriers and apprentices.

9. Nothing in these conditions shall apply to the chrome department, provided always that only curriers shall be employed in hand-shaving chrome leather.

Unskilled Workers.

10. Each employer shall be allowed one unskilled worker to every eight or fraction of eight curriers employed, to assist generally in all necessary unskilled work, such as scouring, sumaching, making dubbing and colour, oiling, hanging up, &c. : Provided that after the first eight the fraction shall not consist of less than four.

Nothing that has generally been done by curriers during the past three years shall be deemed to be a labourer's work. In arriving at the number of curriers employed in this connection, it is agreed that such curriers must have been employed for nine months previous at not less than two-thirds full time.

Apprentices.

11. The number of apprentices shall not exceed one to each three or fraction of first three journeymen, such journeymen to have been employed for nine months previous at not less than two-thirds full time.

12. The wages of apprentices shall be as follows : For the first year, 5s. per week ; second year, 10s. ; third year, 15s. ; fourth year, £1 5s. ; fifth year, £1 15s.

13. Apprentices shall be legally bound by agreement in writing for a term of five years. Any employer before taking an apprentice shall be entitled to employ him for three months on probation, and if at the end of such probation he becomes a bound apprentice, such period of three months shall be reckoned as part of the period of apprenticeship which under this paragraph he is to serve. In any case where an employer dies or becomes unable from any cause to fulfil his obligation to an apprentice, such apprentice may be bound to another employer to complete his term.

Preference of Employment.

14. If and so long as the rules of the union shall permit any person now employed in the trade in this industrial district, and any person who may hereafter reside in this industrial district to become a member of such union, upon payment of an entrance fee not exceeding 5s., and of subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, upon a written application of the person so desiring to join the union, without ballot or election, then and in such case employers shall, when engaging a workman, employ members of the union in preference to non-members, provided that these members of the union are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it.

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

16. When members of the 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.

Under-rate Men.

17. Any worker who may consider himself unable, from any cause, to earn the minimum rate of wages herein prescribed, may work for and be paid such lower rate of wages as shall from time to time be agreed upon in writing between such worker and a committee consisting of two members appointed by the workers' union and two members of the executive of the employers' union, and in case such committee shall not be able to agree, as may be fixed by the Chairman of the Conciliation Board after hearing the parties.

General Clauses.

18. Wages shall only be paid for work performed. Time lost by the worker's absence from any cause, or by reason of scarcity of work, or by breakdown of machinery need not be paid for, but the workers shall have the option of leaving the premises when not required to work.

19. This award shall bind the parties hereto and all others who, whilst it continues in force, may become engaged in the same class of business in the Industrial District of Canterbury.

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

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 1st day of October, 1904.

FREDK. R. CHAPMAN J.. President.