
(789. CANTERBURY TANNERS, FELLMONGERS, AND SKINNERS.—
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 amendment; and in the matter of an industrial dispute between the Canterbury Tanners, Fellmongers, and Skinners’ Industrial Union of Workers (hereinafter called “the workers’ union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

Alstead, W. H.	..	Pleasant Point.
Ambler, D. R.	..	Geraldine.
Bartram, B. . .	..	Geraldine.
Beaumont, J.	..	Heathcote Street, Woolston.
Bowron Bros.	..	Manchester Street, Christchurch.
Butcher, H. R.	..	Kaiapoi.
Butcher and Sprange	..	Ashbourne Street, Woolston.
Canterbury Frozen Meat Company	..	Hereford Street. Christchurch.
Christchurch Meat Com- pany	..	Hereford Street, Christchurch.
Clarke, W. H.	..	River Road, Woolston.
Giffkins, W. . .	..	North Road, Styx.
Hanson, S. . .	..	St. Andrew's.
Hill, Walter . .	..	Manchester Street, Christchurch.
Lindstroom and Co.	..	Timaru.
Murgatroyd Bros.	..	Manchester Street, Christchurch.
McCaskill, D.	..	Winchester, <i>via</i> Timaru.
McDonald, T.	..	Waikuku.
Nicholls, W. . .	..	Belfast.
Palmer, A. S.	..	Washdyke, Timaru.
Robson, Thomas T.	..	Avonside.
Rooney, Thomas	..	Temuka.
Seddon and Hamilton	..	Silverstream, Timaru.
Smallbridge, H.	..	Timaru.
Smith, A. E. . .	..	Winchester.
Travis, W. H.	..	St. Asaph Street, Christchurch.
Tremain, R. . .	..	Ashburton.
Webster and Co.	..	Manchester Street, Christchurch
Wood, W., and Co.	..	Hereford Street, Christchurch.
York, T. . .	..	Regent Street, Woolston.

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 heretofore 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.

Control of Factory.

1. Every employer shall be entitled to the fullest control of his factory, and to make such rules and regulations, not inconsistent with the following conditions, as may be deemed necessary for the proper management of his business.

Hours of Labour.

2. The hours of labour shall be eight hours per day from the 1st December to the 31st May, with liberty to work, when necessary, an extra hour per day, or equal to nine hours per day, for each day in the week, without payment of any additional rate. The hours of labour during this period shall be regulated between 6 a.m. and 6 p.m.

From the 1st June to the 30th November, a week's work shall consist of forty-eight hours, the week to end at 12 noon on Saturday. During this period the hours of labour shall be between 7.30 a.m. and 6 p.m. for five days in the week, and on Saturday from 7.30 a.m. till 12 noon. This clause shall apply throughout the whole year to the particular departments in tanneries connected with the working and tanning of hides.

Night shifts may be worked, if necessary, between 6 p.m. and 6 a.m., provided that they do not exceed eight hours each on six consecutive nights of alternate weeks at the same rate of wages as are paid between 6 a.m. and 6 p.m. Thirty minutes to be allowed out of each eight hours, night shifts without deduction of wages.

Overtime

3. The first two hours overtime on any day or night 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.

4. The following days shall be observed as holidays : New Year's Day, Good Friday, Easter Monday, Labour Day, birthday of reigning Sovereign (or in lieu thereof, Show Day), Anniversary Day, Christmas Day, and Boxing Day. All work done on these days shall be paid for at the rate of time and a quarter for the first two hours, and afterwards at time and a half. Work done on Sundays shall be paid for at double rates, excepting that any work which is absolutely necessary to be done, not exceeding one hour, shall be paid for at the rate of time and a quarter.

Wages to be paid Fortnightly.

5. Wages to be paid fortnightly within two days after expiry of the fortnight.

Rates of Wages.

6. Woolsorters : The minimum shall not be less than 1s. per hour for casual work, but if the work is continuous, 1s. 3d. per hour. If piecework, not less than 2s. per bale for crossbred, and 2s. 6d. per bale for merino wools. Anything over $1\frac{1}{2}$ cwt. to be counted as a full bale.

7. Painters : Skin painters and trimmers shall be paid not less than 1s. per hour, or if on piecework 2s. 6d. per hundred skins, to include stacking, trimming, and taking away.

8. Pullers : The minimum shall be $10\frac{1}{2}$ d. per hour for casual work, but if the work is continuous 1s. per hour, or if piecework not less than 5d. per dozen from November to April inclusive, and 6d. per dozen from May to October inclusive. Shorn lambs, potters and preservers, 5d. per dozen during the latter period.

9. Wool-baling : The minimum rate shall not be less than $10\frac{1}{2}$ d. per hour for casual work, but if the work is continuous, not less than 1s. per hour. ?

10. Casual hands within clauses 6, 8, and 9 are men who are not substantially regularly employed at the particular branch during the season.

11. General : Except where otherwise provided for, all workers over the age of twenty-one who have worked less than twelve months at any branch of the trade, and all general labourers, shall be paid at the rate of $10\frac{1}{2}$ d. per hour.

12. Pelt-fleshers : The minimum rate for handwork shall be 1s. per hour, or if on piecework as follows : Crossbred pelts, clean-fleshed for splitting $7\frac{1}{2}$ d. per dozen, 17 dozen per day limit ; crossbred pelts, medium-fleshed, for splitting, 5d. per dozen, 24 dozen per day limit ; lambs and merinos, medium-fleshed and nobbling, 3d. per dozen, 24 dozen per day limit ; parchment linings, clean-fleshed, 5d. per dozen ; linings, clean-fleshed, 4d. per dozen ; cobbing, 1s. per 10 dozen.

13. Machine fleshing and scudding shall be paid for at a minimum rate of $11\frac{1}{4}$ d. per hour, or if on piecework at such rates as may be agreed upon which will give the workers not less than $11\frac{1}{4}$ d. per hour.

14. Youths may be employed at the following rates according to their respective ages : From the age of 15 to 16, at the rate of 12s. 6d. per week ; 16 to 17, 15s. per week ; 17 to 18, 17s. 6d. per week ; 18 to 19, 5d. per hour ; 19 to 20, 6½d. per hour ; 20 to 21, 7½d. per hour.

15. Hide Beamsmen.—All competent journeymen beamsmen shall be paid at a minimum rate of 11¼d. per hour. Competent hide-fleshers, 1s. per hour.

A beamsman is one who performs the work of unhairing, scudding, and fleshing hides by hand.

16. Apprentices.—Apprentices to the business of a hide beamsman may be employed in the proportion of one to every three or fraction of three journeymen who have been employed two-thirds full time during the previous six months. The wages of such apprentices to be £1 per week for the first year, £1 5s. per week for the second year, £1 10s. per week for the third year.

The term of apprenticeship to be for three years. All apprentices to be legally bound by agreement in writing.

Wages to be paid only for Work performed.

17. Wages shall be paid only for work performed. Time lost through the workman's default, or by reason of scarcity of work, or breakdown in machinery need not be paid for, but the workers shall have the option of leaving the premises when not required to work.

No Subcontracting.

18. No subcontracting shall be allowed.

Preference of Employment.

19. 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 worker 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 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.

20. The union shall keep in the offices of the Inspector of Factories at Christchurch and Timaru a book called "the employment-book," wherein shall be entered the names and exact addresses of all the members of the union for the time being out of employment, with a description of the branch of the trade in which each such member claims to be proficient. Immediately upon any such member obtain-

ing employment, a note thereof shall be entered in such book. The executive of the union shall use their best endeavours to verify all the entries in such book, and the union shall be answerable as for a breach of this award in case any entry therein shall in any particular be wilfully false to the knowledge of the executive of the union, or in case the executive of the union shall not have used reasonable endeavours to verify the same. Such book shall be open to every employer without fee or charge during office hours. If the union fails to keep the employment-book in manner provided by this clause, then and in such case and so long as such failure shall continue any employer may, if he so thinks fit, employ any person or persons, whether a member of the union or not, to perform the work required to be performed, notwithstanding the foregoing provisions. Notice by advertisement in the *Lyttelton Times* and *Christchurch Press* and in the *Timaru Herald* and *Timaru Post* shall be given by the union of the places where such respective employment-books are kept.

21. 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, either directly or indirectly.

22. 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 Workmen.

23. Any worker who, from any incapacity, may be unable to earn the minimum rate of wages may have his wages fixed by a committee consisting of the employer and two members of the union. In the event of this committee failing to come to an agreement, then the matter may be referred to the Chairman of the Conciliation Board or the Stipendiary Magistrate, whose decision shall be final.

24. Unskilled labourers over the age of fifty-five may be employed on light work at a minimum rate of 7½d. per hour.

25. 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.

26. 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 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.