

(791.) CANTERBURY COACHBUILDERS.—AGREEMENT.

This industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," this 20th day of September, 1904, between the Canterbury Coachbuilders' Industrial Union of Employers (hereinafter called "the employers") of the one part and the Canterbury Coachworkers' Industrial Union of Workers (hereinafter called "the union") of the other part.

Now this agreement witnesseth that the following schedule of hours and conditions of labour in the Canterbury District and the rates of wages for the various kinds of work thereat is as follows, that is to say :—

1. That five classes of labour be recognised by the Canterbury Coachbuilders and Wheelwrights' Industrial Union of Employers—viz., competent journeymen, journeymen unable to earn the minimum wage, apprentices, improvers, and helpers.

2. That all competent journeymen coachworkers be paid not less than 1s. 3d. per hour.

3. That the recognised hours of labour shall be forty-eight hours per week, to be worked between 7.30 a.m. and 5. p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday, and 7.30 a.m. and 12 noon on Saturday.

4. That all work beyond the time mentioned in clause 3 shall be considered overtime, and shall be paid for at the following rates: Up

to 9 p.m., time and a quarter; after 9 p.m., time and a half; for work done on Christmas Day, Good Friday, and Labour Day, time and a half; Sundays, double time. No time lost by an employee on his own account and being made up by working over eight hours per day shall be considered or charged for as overtime.

5. That—

- (a.) All boys learning any branch of the trade shall be legally indentured as apprentices for five years; but every boy so employed may be allowed six calendar months' probation prior to being so indentured, such period to be counted as part of the five years' apprenticeship should the boy be indentured.
- (b.) The proportion of apprentices employed by any employer shall not exceed one apprentice to three journeymen or fraction of the first three in the following branches of the trade: viz., bodymakers, smiths, trimmers, wheelers, and painters. 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 journeymen for the previous twelve months.
- (c.) In the smiths' department an apprentice shall be entitled to a fire when he has served three years of his apprenticeship. In the case of a small shop where no journeyman is employed one apprentice shall be allowed.
- (d.) All apprentices shall be paid the following wages: viz., first year, 5s. per week; second year, 10s. per week; third year, 15s. per week; fourth year, £1 per week; fifth year, £1 10s. per week.

6. That any workman who may consider himself incapable of earning the minimum wage hereby prescribed for the class of work in which he shall desire employment, may work for and be paid such lesser rate of wage as shall from time to time be agreed upon in writing between such workman and his employer or proposed employer and the secretary of the workers' union. In default of such agreement being come to, then such wage shall be fixed in writing by the Chairman of the Conciliation Board for this industrial district, such decision to be in force for twelve months, and twenty-four hours' notice of the application to such Chairman shall be given by such workman to the secretary of such union, and such secretary, as well as the employer or proposed employer, shall, if he shall so desire, be heard by such Chairman upon such application.

7. That any apprentice who has completed his term of apprenticeship may be employed as an improver, either by the employer to whom he has been apprenticed or by any other employer at not less than 8s. per day for the first twelve months, and 9s. per day for

a further period of twelve months. The proportion of improvers to be in accordance with clause 5, (b). No improver shall be employed where no journeymen are employed.

8. That the number of helpers allowed to each department shall be as follows: One to each smith as striker (the apprentice to act as striker till permanently put to a fire); one to the smiths' shop as driller, &c.; one to the woodworking department; and one to the painting department.

9. That the work of helpers shall be as follows: Rub down old and new work, priming (first coat), filling up, grinding paint, sandpaper old and new work, take off and put on wheels, clean axles, clean paint-pots, wash off old and new carts, clean up silver and plated work, carrying timber, washering up wheels, screwing up bolts and unbolting, cleaning and oiling machinery and tools, filing, blowing bellows, striking, drilling, clean old springs, smudge springs, carrying coals, teasing hair, cleaning and oiling up leather-work, and clean up the shop.

10. That the wages of helpers shall be as follows: 15 years of age, to receive 7s. 6d. per week; 16 years of age, 10s. per week; 17 years of age, 15s. per week; 18 years of age, £1 per week; 19 years of age, £1 5s. per week; 20 years of age, £1 10s. per week.

11. That no piecework shall be allowed.

12. That, other things being equal, unionists shall have preference of employment.

13. That all employers keep a record of all employees employed and rate of wages paid to each employee; same to be open for inspection by the Chairman of the Conciliation Board or any person appointed by him in writing.

14. That the following be the date of application and termination of this agreement: The above conditions and rates of wages are to come into force on the 1st day of October, 1904, and to continue up to and including the 30th day of September, 1906.

15. That this agreement be filed with the Clerk of Awards, Christchurch.

It is mutually agreed between the two parties hereto that the foregoing conditions of labour and rates of wages shall be binding upon each individual member of each party, and that this agreement shall be filed with the Clerk of Awards as provided for by the Act. And, further, it is agreed that each party and each individual member of each party shall loyally adhere to the conditions and terms of agreement, and that any breach of any of the conditions or terms shall be deemed to be a "breach of award" and shall be dealt with as the Act provides.

In witness whereof the respective seals of the parties hereto have been fixed, and the signatures of the president and secretary of the

employees' union and the signatures of the president and secretary of the employers' union are attached, this 20th day of September, 1904.

[Seal of employers' union.]

[Seal of employees' union.]

C. ISRAELSON, president of employees' union.

Witness to the signature of C. Israelson, president of employees' union—F. A. Drayton.

S. PENTECOST, Secretary of Employees' Union.

Witness to the signature of S. Pentecost, secretary of employees' union—F. A. Drayton.

E. JONES, President of Employers' Union.

Witness to the signature of E. Jones, president of employers' union—F. A. Drayton.

F. A. DRAYTON, Secretary of Employers' Union.

Witness to the signature of F. A. Drayton, secretary of employers' union—F. A. Drayton.