

WELLINGTON INDUSTRIAL DISTRICT.

(806.) WELLINGTON DRIVERS.—AWARD.

In the Court of Arbitration of New Zealand, 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 Wellington Drivers’ Industrial Union of Workers (hereinafter called “the workers’ union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

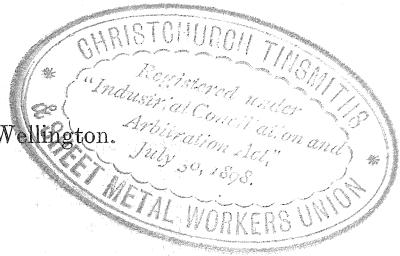
Anderson, E.	..	Willis Street, Wellington.
Andrews, Joseph	..	Upper Willis Street, Wellington.
Andrews, A.	..	Vivian Street, Wellington.
Andrews, D.	..	Tory Street, Wellington.
Anderson, J., and Co.	..	Willis Street, Wellington.
Angel, —	..	Johnsonville.
Adams, Dr.	..	Wellington Terrace, Wellington.
Alexander, Dr.	..	Revans Street, Wellington.
Anson, Dr.	..	Wellington Terrace, Wellington.
Bailey Bros.	..	Wellington.
Barnes, Mrs. George	..	Aro Street, Wellington.
Ballinger Bros.	..	Waring Taylor Street, Wellington.
Ballinger, J.	..	Victoria Street, Wellington.
Baylis, C. H.	..	Victoria Street, Wellington.
Bacon, Mrs.	..	Tory Street, Wellington.
Brodie, G. W.	..	Lambton Quay, Wellington.
Bennet and Ready	..	Dixon Street, Wellington.
Barry, P.	..	Adelaide Road, Wellington.
Brown, S.	..	Tory Street, Wellington.
Brown, Harold	..	C/o Laery and Co., Jervois Quay, Wellington.
Biggs, Henry	..	7, Hopper Street, Wellington.
Bell, Thomas Joseph	..	Revans Street, Wellington.
Bell, William	..	15, Hanson Street, Wellington.
Benyon, C. H.	..	Ingestre Street, Wellington.
Brocklehurst Bros.	..	Petone.
Bonthorne, T. W.	..	Petone.
Colonial Carrying Company	..	Grey Street, Wellington.
Collie, J.	..	C/o A. S. Paterson, Lower Cuba Street, Wellington.
Curtis, J. J.	..	Customhouse Quay, Wellington.
Chatfield, W. C.	..	Nelson Street, Wellington.
Campbell, Daniel	..	Palm Grove, Wellington.
Crawford, H. D.	..	Abel Smith Street, Wellington.
Clark, Henry	..	Ngahauranga.

Cudby, G. and W. T. . .	Lower Hutt.
Connor, G. W. . .	Clyde Quay, Wellington.
Campbell, John . .	South Road, Wellington.
Charles, Alfred . .	Donald McLean Street, Wellington.
Collins, Dr. . .	Hobson Street, Wellington.
Chapple, Dr. . .	Willis Street, Wellington.
Carrol Bros. . .	Adelaide Road, Wellington.
Chalmers, W. . .	Waterloo Quay, Wellington.
Compton, A. . .	Boulcott Street, Wellington.
Carswell, J. . .	Mein Street, Wellington.
Chote, W. A. . .	Mercer Street, Wellington.
Carmody, P. . .	Mitchelltown, Wellington.
Cottrell, J. . .	Majoribanks Street, Wellington.
Claxton, W. . .	Martin Square, Wellington.
Cunliffe, J. . .	Johnsonville.
Cook, W. . .	Johnsonville.
Connelly, Con. . .	Lower Hutt.
Craig, William . .	Lower Hutt.
Cook, T. . .	Petone.
Clendon, Sydney . .	Lower Hutt.
Coffey, Timothy . .	Lower Hutt.
Drapery Importing Company	Brandon Street, Wellington.
Duignan, J. J. . .	Lambton Quay, Wellington.
Duignan, R. . .	Molesworth Street, Wellington.
Diamond Confectionery Company	Cuba Street, Wellington.
Danks, S. . .	Brandon Street, Wellington.
Davies and Son . .	Riddiford Street, Wellington.
Dixon, George . .	Courtenay Place, Wellington.
Denhard, H. . .	Willis Street, Wellington.
Demler, A. . .	Constable Street, Wellington.
De Renzi, Dr. . .	Lambton Quay, Wellington.
Dalton, E. J. B., and Co.	Upper Hutt.
Ellis Bros. . .	Nainai, Lower Hutt.
Evenson, — . .	Tory Street, Wellington.
Evans Bay Timber Com- pany	Kilbirnie.
Fernandos, N. . .	Cuba Street, Wellington.
Fairhurst, J. H. . .	Owen Street, Wellington.
Fleet, J. . .	Petone.
Freeman, W. . .	Molesworth Street, Wellington.
Findlay, H. . .	Petone.
Fletcher, R., and Co. . .	Panama Street, Wellington.
Futter, W. . .	Mulgrave Street, Wellington.
Faulke, Dr. . .	Willis Street, Wellington.
Foley, Thomas . .	York Street, Wellington.

Fresh Food and Ice Company	Dixon Street Wellington.
Feist, E., and Co. ..	Lower Hutt.
Furness, R. H. ..	C/o Stewart and Co., Wellington.
Fielder, H. ..	Manners Street, Wellington.
Gosse, P. H. ..	Lower Hutt.
Gosse, R. A. ..	Lower Hutt.
Gibbons, H. C., and Co.	Lower Hutt.
Griffiths and Jones ..	Petone.
Griffiths and Co. ..	Harris Street, Wellington.
Gilmer, S. ..	Cuba Street, Wellington.
Greeks, Mrs. D. J. ..	Riddiford Street, Wellington.
Gillon, J. ..	Green Street, Wellington.
Graham, H. ..	C/o Stewart and Co., Wellington.
Guthrie, Charles ..	Harper Street, Wellington.
Guthrie, John ..	Adelaide Road, Wellington.
Gear Meat Company (Limited)	Lambton Quay, Wellington.
Garrotti, Charles ..	Wellington.
Gaudin, J. ..	Ghuznee Street, Wellington.
Godber, J. ..	Cuba Street, Wellington.
Gillon, David ..	Taranaki Street, Wellington.
Griffin, Daniel ..	Karori.
Gregan, Patrick ..	Lower Hutt.
Geange, J. J. ..	Upper Hutt.
Geange, C. H. ..	Trentham.
Gaynor, Mrs. ..	Petone.
Hurcomb and Son ..	Cuba Street, Wellington.
Hansen, B. A., and Co.	Lower Hutt.
Huggins, W. ..	Petone.
Hemtz, W. ..	Petone.
Hirst and Co. ..	Kaiwarra.
Harley, T. H. ..	Petone.
Harris, George, jun. ..	Tinakori Road, Wellington.
Hildreth, W. ..	Lorne Street, Wellington.
Humphries, George ..	Ebor Street, Wellington.
Holder and Smith ..	Happy Valley, Brooklyn.
Hargreave, C. D. ..	Upper Willis Street, Wellington.
Henry, Dr. ..	Johnston Street, Wellington.
Harris, B. ..	Tinakori Road, Wellington.
Hawthorne and Crump	Abel Smith Street, Wellington.
Hayes, Timothy ..	Aro Street, Wellington.
Hutson, Peter ..	Bidwell Street, Wellington.
Hill, F. ..	Bidwell Street, Wellington.
Harvey, — ..	Riddiford Street, Wellington.
Hooker, Alfred ..	Lower Hutt.
Hutt Corporation ..	Lower Hutt.

Isaacs and Berley ..	Aro Street, Wellington.
Island Bay 'Bus Com- pany	Island Bay.
Inness, H., and Son ..	Courtenay Place, Wellington
Isaac, William ..	Aro Street, Wellington.
Ivory, Charles ..	South Road, Berhampore.
Ingledon, — ..	Petone.
Jacobson, — ..	Petone.
Jones, George ..	Petone.
Jamieson Bros. ..	Karori.
Jounnax, W. ..	Petone.
James, Dr. ..	Sydney Street, Wellington.
Jeffs, J. A. ..	Rintoul Street, Wellington.
Jones, J. T. ..	Lower Hutt.
Johnson, James ..	Cambridge Terrace, Wellington.
Jones and Co. ..	Cuba Street, Wellington.
Johns, William Henry	Karori.
Jameson, A. ..	South Road, Wellington.
Keir, J. ..	Featherston Street, Wellington.
Kerr, Thomas ..	C/o E. W. Mills and Co., Wellington.
Keene, R. ..	Newtown.
Kellow, W. A. ..	Taranaki Street, Wellington.
Kemp, Dr. ..	Mein Street, Wellington.
Kennerly, H. B. ..	Tinakori Road, Wellington.
Kendall, Dr. ..	Boulcott Street, Wellington.
Kilduff, John A. ..	Vivian Street, Wellington.
Kirkus, J. ..	Tory Street, Wellington.
Knight, R. G. ..	Victoria Street, Wellington.
King, W. ..	Petone.
Larkin, John ..	Wadestown.
Luke and Cooper ..	Martin Square, Wellington.
Lyon, T. P. . .	Abel Smith Street, Wellington.
Laur, Mrs. J. ..	Murphy Street, Wellington.
Lamberg, Henry ..	Kilbirnie.
Luke, F. D. ..	Coal Dealer.
Lamberg and Walker	Victoria Street, Wellington.
Langdon, H. ..	Brougham Street, Wellington.
Leadbetter, Mrs. R. ..	Tinakori Road, Wellington.
Law and Hogg ..	Lambton Quay, Wellington.
Legg and Webb ..	Vivian Street, Wellington.
Lee Bros. ..	Lower Hutt.
Lee, Alexander ..	Hutt Road, Petone.
Martin, Thomas ..	Rhodes Street, Wellington.
Moore, J. J. ..	2, William Street, Hataitai, Wellington.
Milisi, J. ..	Cuba Street, Wellington.
Mackin, Dr. ..	Vivian Street, Wellington.
Moore, W. F. ..	Maranui.

Mabey, Job..	..	Taitai.
Miller, John	..	Taitai.
Mandel, J. ..	..	Willis Street, Wellington.
Maxted, Mrs.	..	Petone.
Martin, Dr.	..	Ingestre Street, Wellington.
Mudgeway, E.	..	Upper Hutt.
Merrick, Frank	..	Lower Hutt.
Macklin, Walter	..	Tory Street, Wellington.
Murray, J. J.	..	Adelaide Road, Wellington.
Morris, J. ..	..	Daniel Street, Wellington.
Minogue, P.	..	Ellis Street, Wellington.
Macarthy, T. G.	..	Tory Street, Wellington.
Martin, R. ..	..	Manners Street, Wellington.
Martin, James T.	..	South Road, Wellington.
Marshall, Frederick	..	Adelaide Road, Wellington.
Maidment, E.	..	Petone.
Metropolitan Carrying Company		Grey Street, Wellington.
Munt and Cottrell Carrying Company		Grey Street, Wellington.
Murphy, W.	..	Tory Street, Wellington.
McCardle, Peter	..	Grey Street, Wellington.
McCod, J. ..	..	C/o Kempthorne, Prosser, and Co., Wellington.
McEwen, George D. ..		Petone.
McAteer, J... ..	..	Edinburgh Terrace, Wellington.
McWilliams, A. J. ..	..	Herbert Street, Wellington.
McCarthy, M. ..	..	Riddiford Street, Wellington.
McEwen and Churchill		Lambton Quay, Wellington.
McKenzie, Dr. ..	..	Willis Street, Wellington.
McParland, F. ..	..	Taranaki Street, Wellington.
McParland Bros. ..	..	Taranaki Street, Wellington.
McAteer, James ..	..	Luxford Street, Wellington.
McVicar and Corson ..	..	Petone.
New Zealand Express Company		Customhouse Quay, Wellington.
Norman, J. W. ..	..	South Road, Wellington.
Nicoll, William ..	..	Constable Street, Wellington.
New Zealand Fisheries Company (Limited)		Cuba Street, Wellington.
Napier Fish - supply Company		Cuba Street, Wellington.
New Zealand Candle Company		Kaiwarra.
Nelson, J. ..	..	Dixon Street, Wellington.
Newhiney, — ..	..	Upper Hutt.
O'Brien, J., and Co. ..	..	Featherston Street, Wellington.



Payne, George	..	South Road, Wellington.
Packwood, G.	..	Petone.
Payne, W. H.	..	Berhampore.
Pilcher, H. ..	..	Island Bay.
Parker, — ..	..	Petone.
Petone Laundry	..	Petone.
Poole, Charles	..	Lower Hutt.
Pell, Thomas	..	C/o Griffiths and Co., Wellington.
Perkins, Dr.	..	Revans Street, Wellington.
Petone Corporation	..	Petone.
Perry, Dr. ..	..	Lower Hutt.
Picot Bros.	..	Davis Street, Wellington.
Peck, A., and Co.	..	Epuni Hamlet, Lower Hutt.
Powell, J. J. K.	..	Taranaki Street, Wellington.
Pearman, H.	..	Riddiford Street, Wellington.
Price, Thomas, and Co. (Limited)	..	Petone.
Peters and Son	..	Lower Hutt.
Queree, W. T.	..	Kent Terrace, Wellington.
Reeve, A. ..	..	Rintoul Street, Wellington.
Reed, J. ..	..	Taranaki Street, Wellington.
Rees, W. ..	..	Taranaki Street, Wellington.
Ritson, Mrs.	..	Cambridge Terrace, Wellington.
Roberts, T.	..	Manners Street, Wellington.
Rowe, S., and Son	..	Cuba Street, Wellington.
Reeve, A. ..	..	58, Rintoul Street, Wellington.
Roberts, T. A.	..	Manners Street, Wellington.
Raine, J. G.	..	Karori.
Ross, Dr. ..	..	Petone.
Rawson, Dr.	..	Willis Street, Wellington.
Spencer, W.	..	C/o Luke and Sons, Wellington.
Smith, J. ..	..	C/o Laery and Co., Wellington.
Smith, W. ..	..	Island Bay.
Smith, George	..	Todman Street, Brooklyn.
Smith, Thomas	..	Riddiford Street, Wellington.
Smith, J. J.	..	Ingestre Street, Wellington.
Smith Bros.	..	Adelaide Road, Wellington.
Stewart Timber, Glass, and Hardware Com- pany (Limited)	..	Courtenay Place, Wellington.
Staples and Co. (Limited)	..	Murphy Street, Wellington.
Samuels, A. ..	..	Manners Street (off), Wellington.
Spiers, Joseph	..	Karori.
Swaissland, Richard	..	Petone.
Sinclair and Co.	..	Courtenay Place, Wellington.
Saunders, J.	..	Arthur Street, Wellington.
Stratford, J., and Son	..	Clvde Quay, Wellington.

Standen, W. C.	..	Berhampore, Wellington.
Stent and Co.	..	Quin Street, Wellington.
Spittal, R. ..	..	Brooklyn.
Saunders, —	..	Thorndon Quay, Wellington.
Stokes, Alfred	..	Petone.
Sharpe, R. ..	..	Petone.
Sharpe, John	..	Petone.
Sharpe, James	..	Petone.
Strand Bros.	..	Lower Hutt.
Tonks, E. ..	..	Webb Street, Wellington.
Thomas, J.	..	Kilbirnie.
Tingey, R. and E.	..	Manners Street, Wellington.
Thomas, J.	..	Kilbirnie.
Tonks, E., and Co.	..	Webb Street, Wellington.
Thomas, George	..	Northland, Wellington.
Thompson Bros.	..	Featherston Street, Wellington.
Thomson, Lewis, and Co.	..	Tory Street, Wellington.
Te Aro Laundry	..	Wellington.
Te Aro House Company	..	Cuba Street, Wellington.
Townsend and Paul	..	Willis Street, Wellington.
Turner, C. W.	..	Blackball Coal Company, Waterloo Quay, Wellington.
Trevor, James	..	Courtenay Place, Wellington.
Taylor, E. T.	..	Courtenay Place, Wellington.
Thornton, Mrs.	..	Manners Street, Wellington.
Thomas, George	..	Karori.
Tyer, Alfred	..	Ngahauranga.
Timmings, W. E.	..	Constable Street, Wellington.
Taylor, W. ..	..	Adelaide Road, Wellington.
Trueman, —	..	Petone.
Taylor, J. ..	..	Cuba Street, Wellington.
Udy, Hart ..	..	Petone.
Union Steamship Company	..	Wellington.
Victoria Laundry	..	Wellington.
Wellington City Corporation	..	Wellington.
Wellington Gas Company	..	Wellington.
Winter, John	..	Drummond Street, Wellington.
Williamson, Thomas Henry	..	2, Tutchon Street, Wellington.
Woods, Frank	..	Adelaide Road, Wellington.
Winder, George	..	Cuba Street, Wellington.
Willmott, William	..	Berhampore, Wellington.
Wilson, James	..	Mein Street, Wellington.
Walters, W.	..	Brooklyn

Westport Coal Com- pany	Manners Street, Wellington.
Wheatley, G. ..	Lambton Quay, Wellington.
Wellington Bread Com- pany	Dixon Street, Wellington.
Willman, William ..	Adelaide Road, Wellington.
Westwood, Walter ..	Brooklyn.
Whitcombe and Tombs	Lambton Quay, Wellington.
Wade, B.	Aro Street, Wellington.
Waldie, D. C. ..	Brooklyn.
Wilson, William ..	Martin Street, Wellington.
Waldie, —	Brooklyn.
Wilson, W.	Vivian Street, Wellington.
Wellington Brick and Tile Company	Ohio, Brooklyn.
Wheatley, A.	Petone.
Wilkie, E.	Upper Hutt.
Wooldridge, J. ..	Lower Hutt.
Young, William H. ..	Karori.
Zohrab, Ray	Jervois Quay, Wellington.
Zortea, John	Leraud Street, Berhampore.

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 December, 1904, and shall continue in force until the 1st day of December, 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 29th day of November, 1904.

FREDK. R. CHAPMAN, J., President.

THE SCHEDULE.

Hours.

1. Except as otherwise provided, 47½ hours, exclusive of the time required for necessary attendance to horses, shall constitute a week's work. The said time shall include the time properly occupied in going from and returning to the stable. The working-hours shall be regulated by the employer according to the special requirements of his business.

The hours for drivers of aerated water and cordial vehicles shall be forty-five hours per week during the months from April to October inclusive, and sixty hours per week for the other months of the year, such hours to be regulated as above provided.

An hour shall, if feasible, be allowed for dinner.

Wages.

2. Except when otherwise provided in these conditions competent drivers shall be paid the following minimum weekly wages: For those driving and attending a single horse, the weekly wage of £2 5s.; for those driving and attending two or more horses, the weekly wage of £2 9s.

No deduction shall be made from such weekly wages for bad weather or holidays or for other cause than for time lost through the employee's default.

Casual Labour.

3. Casual labour shall be paid for at the rate of 1s. 1½d. per hour. Overtime shall be paid for at the rate of 1s. 3d. per hour, and shall commence after 10½ hours' work for any one day. The above hours shall include the time required for necessary attendance to horses.

A man shall be deemed to be a casual driver who is not employed continuously for more than one week.

Employment of Youths.

4. Employers are at liberty to employ youths above the age of eighteen at light work according to the following scale: From eighteen to nineteen years, £1 1s. per week; from nineteen to twenty years, £1 4s. per week; from twenty to twenty-one years, £1 7s. per week; from twenty-one to twenty-two years, £1 10s. per week; over twenty-two years, full wages, unless held to come under the provision of this award relating to under-rate workmen.

The definition of "light work" shall in each case be a matter to be settled by agreement between the employer and the secretary to the union, and, failing such agreement, such as shall be determined by the Chairman of the Conciliation Board or such other person as may be appointed by the Court for that purpose.

The number of youths so employed shall not exceed one to four or a fraction of four competent drivers.

General Holidays.

5. The following shall be the recognised holidays: New Year's Day, Anniversary Day, Good Friday, Easter Monday, Prince of Wales's Birthday, Labour Day, King's Birthday, Christmas Day, and Boxing Day.

When any holiday falls on a Sunday the following day shall be observed, and the provisions of this award shall apply thereto.

When any holiday shall be generally observed on another day than that prescribed hereby, the provisions of this award shall apply to such substituted holiday.

Men employed by fishmongers, laundrymen, and cordial-makers may be required to serve customers on any of the above-named holidays without extra payment, but the employers shall so arrange their respective businesses that the smallest amount of work reasonably practicable shall be done on any of such days. The time so occupied shall count as part of the 47½ hours constituting the week's work.

Payment for Overtime.

6. Overtime shall be paid for at the rate of 1s. per hour for the first two hours beyond the 47½ hours prescribed, and at the rate of 1s. 3d. per hour afterwards.

No time lost by a driver through his own default shall count in computing overtime.

Payment for Sundays and Holidays.

7. For work done on Sundays, Christmas Day, and Good Friday, other than attendance to horses, drivers shall be paid at the rate of 2s. per hour. For work done on other holidays, other than attendance to horses, drivers shall be paid at the rate of 1s. 3d. per hour. The above payments shall be in addition to the weekly wage.

Payment of Wages.

8. All wages, including overtime, shall be paid weekly on a day to be from time to time fixed in advance by the employer.

Terms of Engagement.

9. In the case of men other than casual hands a week's notice of dismissal or of resignation shall be given by the employer or employee, but this shall not prevent the employer from dismissing any employee for good cause.

Boarding.

10. An employer may enter into an agreement with a driver to provide him with suitable board and lodging, and to deduct the price thereof from his wages at a rate not exceeding 17s. per week.

Unloading Feed, &c.

11. Unloading feed when occupying more than a quarter of an hour, and washing vehicles, is not to be deemed to be necessary attendance to horses.

Cabs and Carriages.

12. The wages and conditions for drivers of cabs and carriages are not fixed by this award, but the Court reserves to itself full power, on the application of any party interested, to make a supplemental award dealing with this branch of the dispute.

Doctors' Carriages and Buggies.

13. The conditions of this award shall not apply to doctors employing drivers.

Exemptions.

14. The Corporation of the City of Wellington and the Wellington Fresh Food and Ice Company are exempted from the operation of this award. The Union Steamship Company of New Zealand (Limited) is similarly exempted so long as the present conditions under which it employs its carter are observed.

Special Conditions.

15. Drivers of bakers' carts during the first month, when learning the round, may be employed without payment of overtime for the number of hours requisite to serve the customers.

16. Drivers of bakers' carts may, if accompanied by a fully paid driver, be employed during the first week when learning the round at half the rate fixed for fully paid drivers.

17. The foregoing conditions as to bakers shall also apply, so far as they may be found to be applicable, to the firm of H. Inness and Son in connection with their parcels-delivery business.

18. Mr. Lamberg shall be allowed to use a second horse to assist in drawing any of his carts up the Kilbirnie Hill, and leave the same there or send it back without being considered to use two horses in such cart.

19. In the event of W. A. Kellow, party to this dispute, employing a driver who shall also work in his shop, he shall pay such driver the sum of £2 7s. 6d. per week. He shall be at liberty to employ such driver on Saturdays until 9 p.m., or such other hour as may be fixed by law or by any award as the closing hour for grocers' shops in which assistants are employed. This privilege shall only apply to the employment of one driver, and the extra hours during which he shall be so employed on Saturdays shall not be counted as overtime.

Under-rate Workmen.

20. Any driver who considers himself, by reason of old age, infirmity, or any other cause, incapable of earning the minimum wage hereby prescribed may be paid such less wage as may be agreed upon in writing between such worker and the secretary or president of the union, and, in default of such agreement, as may be fixed in writing on the application of the driver by the Chairman of the Conciliation Board for this district, or such other person as the Court may from time to time by order appoint. Twenty-four hours' notice in writing of such application shall be given by the applicant to the secretary of the union, and such secretary shall, if he so desire, be heard by the Chairman or such other person upon such application.

Any driver whose wages shall have been so fixed may work and be employed by any employer at such wage for the period of six calendar months thereafter, and after the said period of six calendar months until fourteen days' notice in writing shall have been given him by the secretary requiring him to have his wages again fixed in manner prescribed by this clause.

Preference.

21. 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 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; but this award shall not compel any employer to dismiss or refuse employment to any person now employed by him.

When the rules of the union are such as to entitle the members of the union to preference under the foregoing clause, and at all times thereafter, the union shall keep in the office of the Inspector of Factories at Wellington, or such other place as the Court may appoint, a book to be called the "employment-book," wherein shall be entered the names and exact addresses of all members of the union for the time being out of employment, with a description of the branch of the trade in which such member claims to be proficient, and the names, addresses, and occupations of every employer by whom such member shall have been employed during the preceding one year. Immediately upon such member obtaining employment a note thereof shall be entered in such book. The executive of the union shall use its best endeavours to verify all the entries contained 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 within office hours. If the union fail 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, if he so thinks fit, may 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 *New Zealand Times* and *Evening Post* newspapers, published in the City of Wellington, or such other newspapers as the Court may appoint, shall be given by the union of the place where such employment-book is kept, and of any change in such place. Nothing in the foregoing clause in this award relating to preference of employment shall be deemed to apply to casual drivers.

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

23. 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.

24. This award shall bind the parties hereto and all persons hereafter employing carters in connection with their respective businesses in the City of Wellington and within twenty miles of the Chief Post-office at Wellington.

25. The Court hereby reserves to itself power from time to time to add parties hereto and to extend the provisions of this award or any of them to any other part of the district with such variations of the rate of wages or other conditions and subject to such exceptions and additions as may in each instance be just.

Duration of Award.

26. This award shall come into force on the 1st day of December, 1904, and shall remain in force until the 1st day of December, 1906, and thereafter shall continue in operation 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 29th day of November, 1904.

FREDK. R. CHAPMAN, J., President.
