

CANTERBURY INDUSTRIAL DISTRICT.

(691.) CANTERBURY PLASTERERS.—AGREEMENT (AMENDED).

CLASS OF LABOUR.

1. Two classes of labour only shall be recognised : Journeymen and apprentices.

HOURS OF EMPLOYMENT.

2. The recognised hours of work from the 1st August to the 30th April (both days inclusive) shall be from 8 a.m. to 5 p.m. on five days in the week, and from 8 a.m. to 12 noon on Saturdays, one hour to be allowed each day for dinner (Saturdays excepted) ; and from the 1st May to the 31st July one half-hour for dinner, and to leave off work at half-past four p.m. on five days in the week, and on Saturdays from 8 a.m to 12 noon.

RATE OF WAGES.

3. All competent journeymen plasterers shall be paid not less than 1s. 6d. per hour. All wages to be paid weekly, either at the job or at the employer's place of business.

(a.) Any workman who does not consider himself capable of earning the wage mentioned in section 3 hereof may be paid such less wage as may be agreed on in writing between a committee of three employers appointed at a meeting of employers called for that purpose, and a committee of three journeymen appointed by the Christchurch Plasterers' Union, and, in default of such agreement being made within forty-eight hours after such journeyman shall have applied in writing to the secretary of the union stating his desire that such wage shall be so agreed upon, such wage as shall be fixed in writing by the Chairman of the Conciliation Board for the industrial district, upon the application of such journeyman, after twenty-four hours' notice in writing to the secretary of the union, who shall, if desired by him, be heard by such Chairman on such application.

(b.) Any journeyman whose wage shall have been fixed may work and may be employed by any employer (subject to a permit signed by the chairman or secretary of the union) for such less wage

for the period of six calendar months thereafter, and, after the expiration of the said six calendar months, until fourteen days' notice in writing shall have been given to him by the secretary of the union requiring the wage to be again fixed in the manner heretofore prescribed.

(c.) The number of men whose wage has been fixed under section 3, (a), employed by any employer shall not at any one time exceed the proportion of one of such men to every three or less number of men to whom are paid wages at the rates specified in section 3, provided that such full-wage men are out of employment.

OVERTIME.

4. All time worked beyond the time mentioned in section 2 (including holidays) shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first four hours and time and a half afterwards, except all travelling-time and all time worked at country jobs, which shall be paid for at ordinary rates.

HOLIDAYS.

5. The following are the holidays to be observed: New Year's Day, Good Friday, Easter Monday, birthday of reigning sovereign, Metropolitan Show Day, Anniversary Day, Christmas Day, Boxing Day, Labour Day, and Prince of Wales's Birthday.

UNION MEN TO HAVE PREFERENCE.

6. Employers shall employ members of the Christchurch Plasterers' Union in preference to non-members, provided that the members of the union are equally qualified with non-members to perform the particular work to be done, and are ready and willing to undertake it.

EMPLOYMENT-BOOK.

7. The union at all times shall keep in some convenient place, within one mile from the Chief Post-office in Christchurch, 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. Such book shall be open to every employer and employee without fee or charge at all hours between 8 a.m. and 5 p.m. on every working-day. Immediately upon such workman obtaining employment a note thereof shall be entered in such book, and any change of address of any such workman shall also forthwith be entered in such book.

A list of all union men and their addresses shall be kept in the said book.

SUBURBAN AND COUNTRY JOBS.

8. All men sent to a country job shall be conveyed or have their travelling-expenses paid and their time paid both going and returning to and from the jobs once, and an addition of 1s. 6d. per day or their board when the distance necessitates lodgings. When men are sent to a suburban job any distance beyond a mile and a half from

the Christchurch Chief Post-office shall be travelled to the job in the employer's time. When men are sent to a suburban job that is more than four miles and not more than seven miles from the Christchurch Chief Post-office they shall be conveyed or have their travelling-expenses paid both going and returning each day. All work that is not more than a mile and a half from the Christchurch Chief Post-office shall be considered town work; beyond a mile and a half, and not more than seven miles, shall be considered suburban work; and beyond seven miles country work.

NOTICE OF DISCHARGE.

9. When men are discharged the employer shall give the men one half-hour's notice.

EMPLOYMENT OF APPRENTICES.

10. All apprentices shall be legally indentured for a term of five years. Employers to be allowed one apprentice for every three or less men. The average of the journeymen employed during the previous twelve months to date of indenture to be taken as the basis of calculation. Three months' probation shall, moreover, be allowed before any lad is indentured. Should the number of lads employed at present be in excess of the proportion provided for in this section the employer shall not be allowed to take any more apprentices until that proportion is reached.

WAGES OF APPRENTICES.

First year, 8s. per week; second year, 12s. per week; third year, 16s. per week; fourth year, £1 per week; fifth year, £1 4s. per week.

This industrial agreement shall be in force from the 1st January, 1904, till the 31st December, 1905.

[Seal.]

JOHN OTLEY.

CHARLES LARGE, President.

RICHARD BUSHBY, Secretary.

The undermentioned employers are parties to the foregoing agreement: John Otley and Son, Ernest D. Pegler, Thomas Andrews, Charles Culvert, A. Menzies, T. A. Moss, E. Winterburn, George and Forward, R. W. Foley, H. A. Laker, A. E. and C. H. Orchard, G. Betts, M. O. Terry, F. Reed, J. Thomas, J. Reed, J. C. Joll, C. Malzard, sen.