

(1014.) AUCKLAND FELLMONGERS, TANNERS, SOAP-WORKERS,  
ETC.—AWARD.

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1905,” and its amendment; and in the matter of an industrial dispute between the Auckland Fellmongers, Tanners, Soap-workers and General Tannery Employees’ Industrial Union of Workers (hereinafter called “the union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

Auckland Provincial Tanners, Fellmongers, and Soap-workers’  
Industrial Union of Employers, Auckland.

Auckland Farmers’ Freezing Company (Limited), Fort Street,  
Auckland.

Auckland Freezing-works, Auckland.  
 Astley and Sons, Limited, Albert Street, Auckland.  
 Bevins, A., and Co., Auckland.  
 Caldwell, Richard, Gisborne.  
 Featon, E. V., Gisborne.  
 Gray, W. George, Gisborne.  
 Gittos, J., Albert Street, Auckland.  
 Hellaby, R. and W., Shortland Street, Auckland.  
 Jagger and Co., Grey Street, Auckland.  
 McKenzie, Hector, Whangarei.  
 Matawhero Fellmongery, Matawhero.  
 Murgatroyd Bros., Onehunga.  
 Ogle, Frederick, Rose Road, Mount Eden Terrace, Auckland.  
 Onehunga Woollen-mills, Onehunga.  
 Pearson and Co., Kirikiriroa, Hamilton.  
 Redshaw, John, Avondale.  
 Speirs, Thomas.  
 Sutherland and Co., Grey Street, Auckland.  
 Seon, E. C., Whangarei.  
 Suttie and Co., Onehunga.  
 Tetley, Joshua, Paeroa.  
 Union Soap and Candle Company, Otahuhu.  
 Wood, Caleb, Custom Street East, Auckland.  
 Warnock Bros., Durham Street, Auckland.  
 Wilson, William K., Avondale.

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 26th day of March, 1906, and shall continue in force until the 26th day of March, 1908.

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 26th day of March, 1906.

FREDK. R. CHAPMAN, J., President.

### THE SCHEDULE.

#### *Hours of Labour.*

1. The hours of work shall not exceed forty-eight per week, to be arranged between 7.15 a.m. and 5 p.m. on five days of the week, and 7.15 a.m. and 12 noon on Saturdays.

#### *Overtime.*

2. All other time worked beyond that specified in the foregoing clause shall be counted as overtime, and shall be paid for at the rate of time and a quarter for the first two hours and time and a half after the first two hours.

In the case of the oil, soap, and candle works where the work is arranged in shifts, overtime shall count from the conclusion of the shift of eight hours and shall be charged at the above rates.

Double time shall be paid for all work done on Sunday, Christmas Day, and Good Friday.

#### *Wages.*

3. The minimum rate of wages per day for competent journeymen in any of the undermentioned branches shall be at the rates set forth in the next following paragraphs, namely:—

#### *Fellmongering.*

4. Pullers, pelt-classers, steam wool-dryers, trimmers, wool-scourers, 8s.; wool-sorters, 10s.; painters, cure dollymen, lime dollymen, scudders, wool-washers, fleshers, steam wool-dryers, dollymen, skin-washers, wool-pressers, 8s.; machine fleshers and scudders, 7s. 6d.; night-watchman, 7s. 6d.; general labourers, 7s.

5. Pullers are to be limited to 200 skins per day, the skins to be stacked behind the beams.

6. The minimum wage for casual hands in the fellmongering department shall be 10½d. per hour; but if the work is continuous in any of the sections of labour in the fellmongering category the minimum shall be not less than the rate of wage in the section in which the worker is engaged.

Casual hands are men who are not substantially regularly employed at any particular branch during the season.

*Tanning.*

7. Tanners, 8s. ; lime-drawers, 7s. ; rollerman, 8s. ; assistant, 7s. ; basil-workers, 7s. 6d.

*Chrome-workers.*

8. Chrome-finishers, 8s. 4d. ; machine-shaver, 7s. 6d.

*Unskilled Labour.*

9. Unskilled labour in the tanyard, boiling - down department, chrome-room, or any other department, 7s.

*Soap-workers.*

10. Head of boil-room, 8s. ; panman, 8s. ; soap-workers, 7s. 3d.

*Starch and Candle Making.*

11. Starch-workers, 7s. 3d. ; candle-workers, 7s. 3d.

*Oil-workers.*

12. Head man, 8s. ; stillman, 8s. ; general oil-workers, 7s. 3d.

*Employment of Youths.*

13. Youths may be employed at the following rates according to their respective ages : From the age of fifteen to sixteen, at the rate of 12s. 6d. per week ; from sixteen to seventeen, 15s. per week ; from seventeen to eighteen, 17s. 6d. per week ; from eighteen to nineteen, 5d. per hour ; from nineteen to twenty, 6½d. per hour ; from twenty to twenty-one, 7½d. per hour.

(a.) Employment of youths shall be limited to one to every three men employed in the factory.

*Holidays.*

14. The following shall be the recognised holidays : New Year's Day, Good Friday, Easter Monday, Labour Day, King's birthday, and Christmas Day.

(a.) No payment shall be demanded for holidays except for work actually performed, when the rate of pay shall be in accordance with clause 2 hereof.

*General Conditions.*

15. Three days' notice shall be given on either side of cessation of employment.

16. All suitable gear and tools to be found by the employer when required.

17. Wages shall be paid weekly.

*Under-rate Men.*

18. Any worker, who by reason of old age, infirmity, imperfect training, incapacity, or any other cause may be unable to earn the minimum wage herein prescribed, may be paid such less wage as may be agreed upon in writing between such worker, the secretary of the worker's union, and the president of the employers' union. In the event of the parties not being able to agree, the matter shall be referred to the Chairman of the Board of Conciliation, who shall fix his wages for a period of six months and after the period of six months until fourteen days' notice in writing shall have been given him by the secretary of the union requiring his wages to be again fixed in the manner prescribed by this clause.

*Preference, &c.*

19. If and so long as the workers' 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 and who is a competent journeyman, to become a member of the union upon payment of an entrance fee not exceeding 5s. and of subsequent contributions not exceeding 6d. per week (whether payable weekly or not), upon the written application of the person so desiring to join the union, without ballot or other election, then and in such case employers shall, when engaging workmen, employ members of the union in preference to non-members, provided that there are members of the union equally competent 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 to continue in his employment any person now legally employed by him.

The union shall, during the currency of this award, keep in some convenient place, within half a mile of the Chief Post-office, Auckland, a book to be 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, and the names, addresses, and occupations of every employer by whom such member shall have been employed during the one preceding year. Immediately upon such member obtaining 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 contained in such book, and the union shall be answerable as for a breach of this award in case any entry therein shall 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 at all hours between 8 a.m. and 5 p.m. on all working-days except Satur-

day, and on Saturday between the hours of 8 a.m. and noon, or, in case the office of the Inspector of Factories shall be the place of deposit, within office hours. If the union shall fail to keep such book in the manner provided by this clause, then and in such case and so long as such failure shall continue any employer may, if he so think fit, employ any person, whether a member of the union or not, to perform the particular work required to be done, notwithstanding the foregoing provisions. Notice by advertisement in the *New Zealand Herald* and *Evening Star* newspapers, published in Auckland, shall be given by the union of the place where such book is kept, and of any change in such place.

*Non-discrimination.*

20. No employer shall discriminate against members of the union, or shall in the engagement or dismissal of his hands or in the conduct of his business do anything to injure the union, either directly or indirectly.

21. 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.

*Term of Award.*

22. This award shall and does come into force on the 26th day of March, 1906, and shall remain in force until the 26th day of March, 1908, 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 26th day of March, 1906.

FREDK. R. CHAPMAN, J., President.

REASONS.

This award embodies the agreement of the parties.

Dated this 26th day of March, 1906.

FREDK. R. CHAPMAN, J., President.