

## CANTERBURY INDUSTRIAL DISTRICT.

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### (1085.) CANTERBURY COACHBUILDERS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1905,” and its amendments, and in the matter of an industrial dispute between the Canterbury Coachbuilders’ Industrial Union of Workers (hereinafter called “the union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

- Brabner and Son, East Belt, Christchurch.  
 Booth, Macdonald, and Co., Sydenham.  
 Baker, —, Waltham.  
 Ball, —, Tuam Street, Christchurch.  
 Bowen, W., Papanui.  
 Blake, —, Waikari.  
 Baker, —, Ashburton.  
 Bowket, —, Geraldine.  
 Cooper and Duncan, Colombo Street, Christchurch.  
 Christchurch Tramway Board.  
 City and Suburban Tramway Company.  
 Cattermore, W., Fernside.  
 Carston, W., Leeston.  
 Canterbury Coachbuilders and Wheelwrights' Industrial  
     Union of Employers, care of F. Drayton, Freeman and  
     Co.  
 Duncan, P. and D., Tuam Street, Christchurch.  
 Deal and Donald, Leeston.  
 Dash, J. H., Waimate.  
 Edwards, H., Durham Street, Christchurch.  
 Elder, —, Temuka.  
 Fenwick, —, Oxford.  
 Ferguson, —, Timaru.  
 Freeborne, J., Spreydon.  
 Grandi, —, Timaru.  
 Harvey, W., Waltham.  
 Howland, A. G., Victoria Street, Christchurch.  
 Hare, W., Culverden.  
 Hunt, —, Sydenham.  
 Johnston, P., Montreal Street, Christchurch.  
 Jackson and Murgatroyd, Kaiapoi.  
 Jenkins, C. W., Leeston.  
 Kennedy, —, Geraldine.  
 Marriott, T., Ferry Road, Christchurch.  
 Muir, C., Ashburton.  
 Martin, J. C., Geraldine.  
 McArthur Bros., Belfast.  
 McSweeney, P., Kaiapoi.  
 Petrie, J. and D., Spreydon.  
 Pepler, A., Sydenham.  
 Rentoul and Forbes, Cheviot.  
 Restal, C., Lincoln.  
 Skilling, J., Rangiora.  
 Scott, C., Waikari.  
 Shaw, —, Leithfield.  
 Stubbling and Person, Ashburton.  
 Steel, —, Ashburton.  
 Sutherland, —, Geraldine.  
 Trengrove, —, Timaru.

Thompson, —, Amberley.  
 Voice, C., Kilmore Street, Christchurch.  
 Watson, Gavin, Durham Street, Christchurch.  
 Watkins and Webber, Rangiora.  
 Werner, A., Doyleston.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and the agreement arrived at by the parties hereto, and in order to give effect to the application of all the parties that the terms and conditions agreed upon be embodied in this award, 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 September, 1906, and shall continue in force until the 1st day of September, 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 27th day of August, 1906.

FREDK. R. CHAPMAN, J., President.

#### THE SCHEDULE.

##### *Classes of Workers.*

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.

*Minimum Wage.*

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

*Hours.*

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, Friday, and 7.30 a.m. and 12 noon on Saturday.

*Overtime.*

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 be considered or charged for as overtime.

*Apprentices.*

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 an 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, wheelers, trimmers, 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 smith's 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.

*Under-rate Workers.*

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 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 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 smith's shop as driller, &c.; one to the woodworking department; one to the painting department.

9. That the work of helpers shall be as follows: Rubbing down old and new work, priming (first coat), filling up, grinding paint, sandpapering old and new work, taking off and putting on wheels, cleaning axles, cleaning paint-pots, washing off old and new carts, cleaning 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, cleaning old springs, smudging springs, carrying coals, teasing hair, cleaning and oiling up leather-work, and cleaning up the shop.

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

*Piecework.*

11. That no piecework shall be allowed.

*Preference.*

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.

*Duration of Award.*

14. That the following be the date of application and termination of this award: The above conditions and rates of wages are to come into force on the 1st day of September, 1906, and to continue up to and including the 1st day of September, 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 27th day of August, 1906.

FREDK. R. CHAPMAN, J., President.

REASONS FOR AWARD.

This award embodies *in toto* the agreement of the parties.

Dated this 27th day of August, 1906.

FREDK. R. CHAPMAN, J., President.