

WELLINGTON INDUSTRIAL DISTRICT.

(1154.) WELLINGTON TINPLATE AND SHEET-METAL OPERATIVES.— COUNTRY AWARD.

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

Beale and Parton, Masterton.

C. J. Beard, Greytown.

R. A. Barry, Pahiatua.

C. E. Daniell, Masterton.

R. E. Jones, Masterton.

S. Kingdon and Sons, Pahiatua and Masterton.

Levin and Co., Pahiatua.

Alexander Mutch, Carterton.

J. Mills and Co., Pahiatua.

Pickering Bros., Masterton.
 J. O. DeRenzie Suckling, Eketahuna.
 Fred. J. Tonkin, Eketahuna.
 Thomas Green Underhill, Carterton.

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 14th day of November, 1906, and shall continue in force as long as the award dated the 15th day of February, 1902, continues in force.

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 21st day of November, 1906.

FREDK. R. CHAPMAN, J., President.

THE SCHEDULE.

Hours of Labour.

1. Forty-eight hours shall constitute a week's work, made up as follows: From Monday to Friday (both inclusive) eight hours and three-quarters on each day, and on Saturdays four hours and a quarter. Work shall cease at noon on Saturdays. The hours for commencing

work shall be in the discretion of each employer, but shall not be earlier than 7.30 o'clock in the morning of each day, and the hour for ceasing work from Monday to Friday in each week (both inclusive) shall not be later than 6 o'clock in the afternoon of each day, and on each such day not less than three-quarters of an hour shall be allowed for dinner.

Minimum Rate of Wages.

2. That, except as hereinafter provided, the minimum rate of wages to be paid to journeymen tinsplate and sheet-metal operatives shall be at the rate of 1s. 1½d. per hour.

Classes of Labour recognised.

3. Only two classes of labour shall be recognised—namely, journeymen and apprentices.

Piecework prohibited.

4. Piecework shall not be permitted.

Tools to be provided.

5. All necessary tools shall be provided by the employer.

Under-rate Workers.

6. Any workman who considers himself not capable of earning the minimum wage may be paid such less sum (if any) as shall from time to time be agreed upon in writing between the employer and the chairman or secretary of the union; and, in default of such agreement, as shall be fixed in writing by the Chairman of the Conciliation Board for the Industrial District of Wellington upon the application of the workman after twenty-four hours' notice to the secretary of the union, who shall, if so desired by him, be heard by such Chairman upon such application. This clause shall be limited in its application to employers within a radius of fifteen miles from the General Post Office, Wellington.

7. In respect to employers and incompetent workmen outside such radius, the wages of such workmen shall be fixed by the Stipendiary Magistrate for the district in which the employer shall carry on business.

Overtime and Holidays.

8. All time worked beyond the hours hereinbefore mentioned, each day to stand by itself, shall be considered overtime, and shall be paid for at the following rates: From the ordinary time of ceasing work to 9 p.m., time and a quarter; from 9 p.m. to 12 midnight, time and a half; from midnight to the ordinary hour of beginning work, double rates. On Saturdays overtime shall be paid for at time-and-a-half rate from 12 o'clock noon. Work done on Christmas Day, Good Friday, and Sunday shall be paid for at double rates. Work done on New Year's

Day, Easter Monday, the King's Birthday, the Prince of Wales's Birthday, Labour Day, and Boxing Day, shall be paid for at the rate of time and half. In respect of employers carrying on business within a radius of fifteen miles from the City of Wellington, time and a half shall also be paid for work done on Anniversary Day.

Apprentices.

9. All boys working in any branch of the trade shall be legally bound by instrument in writing as apprentices for the term of five years, but every boy so employed shall be allowed three calendar months' probation prior to being so bound. When bound the said period of probation shall be counted as part of the term of apprenticeship.

10. Any employer employing at this date any youth otherwise than under written agreement must procure such youth to be bound within three calendar months after the coming into operation of this award. The time hereto *bona fide* served by such youth shall be counted as part of the term of five years hereinbefore prescribed, and for the balance of such term he shall be paid the minimum rate of wages prescribed herein for the number of years he may have to serve such agreement.

11. The wages to be paid to apprentices shall be as follows: For the first year, 5s. per week; for the second year, 10s. per week; for the third year, 15s. per week; for the fourth year, £1 per week; for the first six months of the fifth year, £1 5s. per week; for the last six months of the sixth year, £1 10s. per week.

Record of Wages, &c., to be kept.

12. Each employer shall keep a record of journeymen and apprentices employed by him, and the rate of wages paid to each.

No Discrimination against Unionists.

13. No employer shall discriminate against members of the union, nor shall, in the employment or dismissal of journeymen, or in the conduct of his business, do anything for the purpose of injuring the union, whether directly or indirectly.

14. 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.

Scope of Award.

15. This award is an extension of the award dated the 15th day of February, 1902, and is made under clause 18 thereof, and by force of the said clause relates to employers carrying on business in the portion of the district known as the Wairarapa, the boundaries whereof are as

follows : On the west by the Tararua Range and its extensions from the sea to the Manawatu Gorge ; on the north by the Manawatu River to the boundary of the Provincial District of Hawke's Bay, and thence by that boundary to the sea, and thence by the sea to the starting-point ; and it shall bind the parties hereto and all persons hereafter commencing business in the Wairarapa.

16. This award shall continue in force as long as the said award continues in force.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the President of the Court has hereunto set his hand, this 21st day of November, 1906.

FREDK. R. CHAPMAN, J., President.

REASONS FOR AWARD.

This award is a supplemental order or award made in terms of clause 18 of the principal award. We have repeated the operative clauses. It is unnecessary to repeat the clauses which do not apply. The preference clause does not apply as it is limited to the portion of the district within a radius of fifteen miles from the Chief Post-office, Wellington.

Dated this 21st day of November, 1906.

FREDK. R. CHAPMAN, J., President.
