

CANTERBURY INDUSTRIAL DISTRICT.

(2266.) NORTH CANTERBURY CARPENTERS AND JOINERS.—AWARD.*

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Rangiora Branch (No. 2) of the Canterbury Carpenters and Joiners' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Amberley—	Rangiora—
Harris, J.	Ansford and Thompson.
Mason, C. B.	Benjes, H.
Osborne, J.	Boyd, H.
Cheviot—	Cook, H.
Gee, T.	Vincent and Golding.
Laugeson, —.	Wadey and Efford.
Osborne, T.	Wilson, R., and Son.
Tweedie, A.	Rotherham—
Culverden—	Scott, L. S.
Ridley, T.	Shilton, D. C.
Willis, H.	Thomson, A.
Cust—	Sefton—
Early Bros.	Wilson, Gilbert.
Forbes, J.	Wilson, J.
Hanmer Springs—	Southbrook—
Lahmert, C.	Pickard, S.
Hawarden—	Withers, J. T.
Shaw, J. A.	Waiau—
Waters Bros.	Anderson, G.
Kaiapoi—	Waikari—
Clark Bros.	Blake, C.
Pearce, A.	Carlyle, J.
Leithfield—	Waipara—
Parker, J.	Baker, J.
Shaw and Son.	Woodend—
Oxford—	Burnet and Son.
Fisher, F.	Woodgrove—
King, C.	Pohl, R.
Smith, G., and Sons.	
Zimmerman, C.	

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

* Applies to that part of the industrial district lying north of the Waimakiri River.

as were represented either in person or by their representatives duly appointed, 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 15th day of February, 1911, and shall continue in force until the 15th day of February, 1914.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 15th day of February, 1911.

W. A. SIM, Judge.

SCHEDULE.

Rate of Wages.

1. All journeymen carpenters and joiners shall receive not less than 10s. 8d. per day of eight hours.

Under-rate Workers.

2. Men who are considered unable to earn the minimum wage shall be paid such, if any, lesser sum as the secretary and two members of the workers' union and the secretary and two members of the Builders' Association shall together agree upon, or otherwise it shall be decided by the Inspector of Awards.

3. No builder shall employ more than one underpaid journeyman to three competent journeymen, provided that competent journeymen are available.

Overtime.

4. Forty-four hours shall constitute a week's work. All overtime worked beyond eight hours on the first five days of the week.

and four hours on Saturday, also holidays—namely, New Year's Day, Good Friday, Easter Monday, Christchurch Show Day, Christmas Day, and Boxing Day—shall be paid for at the rate of time and a quarter for the first four hours, and time and a half afterwards: Provided that when workmen are employed upon country work requiring them to sleep away from home, and are receiving the increased rate of pay as provided for in clause 5, they may work such hours beyond those stated in clause 4 as may be agreed upon between employer and employee without receiving overtime rate of payment.

Country Work.

5. All men sent to country work shall be conveyed or have their expenses and their time paid for going and returning, and an addition of $1\frac{1}{2}$ d. per hour to their wages, when the distance necessitates lodging; and their employer shall provide tents or other suitable sleeping-accommodation. When the employer provides board and lodging the extra $1\frac{1}{2}$ d. per hour need not apply. No more than eight-hours pay shall be allowed for any one day occupied in travelling to or from such country work.

(b.) "Country work" shall mean all work beyond a radius of ten miles from the employer's principal place of business or residence, or as necessitates the men sleeping away from home. When the men sleep away from home they shall then be paid the extra $1\frac{1}{2}$ d. per hour whether engaged on the job or not.

6. When the work is more than two miles from the employer's shop, men shall be made an allowance of 2d. per day for the use of their bicycles when used, and shall leave their employer's yard at 7.30 a.m. or be at the work at 8 a.m. At least ten miles per hour to be considered the rate of travelling proceeding to his work.

Apprentices.

7. When apprentices are employed upon country work they shall receive 6s. per week lodging-money in addition to their wages; and when board and lodging costs more than 9s. per week their employer shall pay them all costs over 9s. per week, in addition to the 6s. per week and their wages.

8. No limitation shall be placed upon the number of apprentices, but they shall serve an apprenticeship of at least five years, and shall be legally indentured. Any employer before taking a youth as an apprentice shall be entitled to employ him for three months on probation: this three months to be included as part of the term of his apprenticeship should he be kept on. The three-months probation shall apply only to the first employer.

9. The wages to be paid to apprentices shall be—During the first year, not less than 5s. per week; during the second year, not less than 10s. per week; during the third year, not less than 15s. per week; during the fourth year, not less than £1 per week; during the fifth year, not less than £1 5s. per week.

Preference.

10. Employers shall employ members of the Rangiora Branch (No. 2) of the Canterbury Carpenters and Joiners' Association in preference to non-members, provided that members are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it. Where non-members are employed there shall be no distinction between members and non-members: both shall work in harmony and under the same conditions, and receive equal pay for equal work. Any dispute under this rule, if it cannot be settled by the secretary of the workers' union and the secretary of the employers' union, shall be decided by the Conciliation Commissioner.

Scope of Award.

11. This award shall apply only to employers carrying on business in the Industrial District North of the Waimakariri River.

Term of Award.

12. This award shall come into force on the 15th day of February, 1911, and shall continue in force until the 15th day of February, 1914.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 15th day of February, 1911.

— W. A. SIM, Judge.

MEMORANDUM.

This award embodies, without alteration, the recommendation of the Conciliation Council, which the parties agreed to accept.

W. A. SIM, Judge.