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**(2369.) WANGANUI PAINTERS AND DECORATORS.—AMENDMENT OF  
AWARD.**

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an award made on the 28th day of March, 1911, in an industrial dispute between the Wanganui Painters and Decorators' Industrial Union of Workers and Campbell and Blinkhorn and the other employers therein named.

Monday, the 18th day of September, 1911.

FOR the purpose of remedying defects in the said award, and for the purpose of giving fuller effect to the agreement of the parties on which the said award was based, this Court doth order that the schedule hereunder written shall be and the same is hereby substituted for the schedule to the said award.

## SCHEDULE.

*Hours of Work.*

1. (a.) Subject to the provisions hereinafter contained as to overtime and country work, the hours of work shall not exceed forty-four per week. On five days of the week working-hours shall be from 8 a.m. until 5 p.m., and on Saturday from 8 a.m. until noon. One hour shall be allowed for dinner, except on Saturday. Provided that from the 1st day of May until the 31st day of August (both days inclusive) the working-hours on five days of the week shall be from 8 a.m. until 4.30 p.m., and from 8 a.m. until noon on Saturday, and in such case half an hour shall be allowed for dinner.

(b.) Notwithstanding anything contained in the last preceding clause, in every case where any work covered by this award is done, but is only subsidiary to the principal business, the hours of work shall be those provided for and observed in connection with such principal business.

*Rates of Wages.*

2. (a.) The minimum rate of wages for journeymen painters, paperhangers, glaziers, grainers, decorators, or workers in any other branch of the trade shall be 1s. 3d. per hour, except that any firm may employ one worker as a shop-hand at a minimum wage of £2 5s. per week, and that such hand may only do jobbing-work, or priming in ordinary work, outside the shop, provided that the time such hand is employed outside the shop does not exceed twenty-two hours per week.

(b.) Every worker shall be entitled to and shall receive his wages weekly and in cash, and wages shall be paid on Friday in each week at the employer's place of business: Provided that if the worker is working away from his employer's place of business, and on country work, then wages shall be paid on Saturdays unless otherwise mutually agreed upon between employer and worker.

*Overtime.*

3. (a.) All work done outside the hours prescribed by clause 1 hereof shall be overtime, and shall be paid for at the rates following: From the ordinary hours of ceasing work until midnight, time and a half; and thereafter double time.

(b.) Should work be commenced earlier than 6 a.m. the rates shall be: Before 6 a.m., double time; from 6 a.m. to 8 a.m., time and a half.

(c.) No overtime shall be payable in respect of country work as the same is hereinafter defined: Provided that in connection with country work no worker shall be employed for a period longer than ten hours in any one day.

*Holidays.*

4. (a.) The following shall be the recognized holidays: New Year's Day, Christmas Day, Boxing Day, Good Friday, Easter Monday, the Sovereign's Birthday, Labour Day, and Sundays; and work done on any of these days shall be paid at the rate of double time.

(b.) If the observance of any of the above-mentioned holidays is affected by statute fixing the holiday on Monday, then this clause shall be read in conjunction with such statutory regulation.

*Apprentices.*

5. With respect to apprentices the following provisions shall apply:—

(a.) All boys working in any branch of the trade shall be legally indentured for a term of five years, but in every case the employer may take a boy for three months without indenturing him for the purpose of proving his aptitude for the trade, and such three months shall be included in the apprenticeship term if the employer shall subsequently indenture the boy.

(b.) The proportion of apprentices shall not exceed one to every three or fraction of three journeymen. For the purpose of computing such proportion of apprentices the calculation shall be based on two-thirds of the full-time journeymen employed during the preceding six calendar months.

(c.) Nothing herein contained shall prejudice arrangements legally made between employers and apprentices at the time of this award coming into operation: Provided that if any employer shall have engaged an apprentice under a verbal agreement, he shall have him duly indentured within three months as from the date of this award.

(d.) Any employer who from any unforeseen cause shall be unable to fulfil his obligations towards his apprentice in terms of the indenture may transfer his apprentice to another employer for the remainder of the term, and any employer may take such apprentice although he may already have the proportion of apprentices hereinbefore provided for.

(e.) Every employer shall, when called upon so to do by the secretary of the union, give all reasonable information to such secretary as to the number of apprentices in his employ and the particulars of their engagement, and, if the secretary shall demand it, shall allow him to peruse the deeds of apprenticeship.

(f.) The wages of apprentices shall be as follows: For the first year, 8s. 6d. 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 fifth year, £1 5s. per week.

*Country Work.*

6. (a.) "Suburban work" shall mean work carried on outside a radius of two miles and not exceeding three miles from the Post-office at Wanganui.

(b.) Men engaged on suburban work shall be paid 6d. per day extra.

(c.) "Country work" shall mean work carried on outside a radius of three miles from the Post-office at Wanganui.

(d.) Every worker upon country work shall be conveyed by his employer to and from such work: Provided that he shall be so conveyed once only during the continuance of the work if such work shall be continuous, and the worker is not in the meantime recalled by his employer.

(e.) Every journeyman employed upon country work shall be allowed 1s. per day in addition to his regular wages.

(f.) Apprentices employed upon country work shall be provided with suitable board and lodging by the employer.

*Preference, &c.*

7. (a.) An employer when engaging any journeyman shall ascertain if such journeyman is a member of the workers' union, and, if not, his engagement shall be subject to his becoming a member within two weeks of being engaged. It shall be the duty of every employer to notify the secretary of the workers' union within seven days as from the date of employing such journeyman.

(b.) All journeymen at present working for any employer, and who are not members of the workers' union, shall become members within two weeks after the time of this award coming into operation. The secretary of the workers' union shall notify employers when any man has not joined the union, and immediately after such employer receiving such notice he shall dismiss such worker from his employ unless such worker shall become a member.

8. If any employee shall engage to work for any employer who carries on business as a master painter, and such employer is not a member of the Wanganui Master Painters' Union, such worker shall not continue to work for such employer unless within one week after the engagement such employer shall join the said Master Painters' Union. It shall be the duty of the worker to notify the secretary of the Master Painters' Union of his engagement within three days after making the same.

9. For the purposes of the last preceding clause "an employee" shall mean any member of the workers' industrial union and any worker who is required in terms of clause 7 hereof to become a member of the union.

10. No employer shall place any hindrance in the way of a representative of the union collecting union fees or subscriptions due if and so long as such representative does not visit the employee during working-hours.

*Piecework prohibited.*

11. No employer shall give piecework to any worker.

*Exemptions.*

12. The Wanganui Freezing Company (Limited), Messrs. A. Hatrick and Company, Wanganui Sash and Door Company, W. G. Bassett, and the Wanganui Co-operative Society are exempt from the provisions of this award, if and so long as they shall do no work for which the wages are fixed by this award outside their business premises, and if and so long as they shall pay not less than the minimum wages hereinbefore provided for any work done on their premises for which the wages have been fixed by this award.

*Scope of Award.*

13. This award shall apply only to employers carrying on business within a radius of ten miles from the Chief Post-office in the Town of Wanganui.

*Term of Award.*

14. This award shall come into force on the 3rd day of April, 1911, and shall continue in force until the 3rd day of April, 1913.

W. A. SIM, Judge.