

(2388.) AUCKLAND SAIL, TENT, AND COVER MAKERS.—AWARD.

In the Court of Arbitration of New Zealand, Northern 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 Auckland Sail, Tent, and Cover Makers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Burns, John, and Co., Auckland.
 Braund and Mudford, Auckland.
 Craig, J. J. (Limited), Auckland.
 Jagger and Harvey, Auckland.
 Le Roy, E., Auckland.
 McDonald, A. B. (Limited), Auckland.
 The Northern Steamship Company, Auckland.

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, 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 2nd day of October, 1911, and shall continue in force until the 2nd day of October, 1913.

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 28th day of September, 1911.

W. A. SIM, Judge.

SCHEDULE.

Hours of Work.

1. Forty-seven hours shall constitute a week's work.

Minimum Rate of Wages.

2. All journeymen sailmakers working at sailmaking, cover-making, or hand-sewn-tent making, or at any other recognized branch of the sailmakers' trade, shall be paid not less than 1s. 1½d. an hour for each hour of work during the customary hours of work. (NOTE.—The employers agree that better-class men ought to be paid from £2 14s. to £3 per week, and agree to classify their employees.)

3. All time worked beyond the customary hours shall be considered overtime, and shall be paid for at the rate of time and a quarter from 5 p.m. till 10 p.m., and time and a half from 10 p.m. to midnight, and double time from midnight to starting-time next morning. Men required to work overtime without notice the previous day shall receive 1s. tea-money in addition to their overtime.

4. In respect to work performed elsewhere than at the factory of the employer and over two miles from the Chief Post-office in the City of Auckland, the men sent out to such work shall be paid travelling-time, and also fares by the cheapest mode of conveyance.

Holidays.

5. The following shall be the recognized holidays: New Year's Day, Good Friday, Easter Monday, Prince of Wales's Birthday, King's Birthday, Labour Day, Christmas Day, Boxing Day, and Anniversary Day.

Work done on Sundays, Good Friday, and Christmas Day shall be paid for at the rate of double time, and on the other holidays at the rate of time and a half.

Apprentices.

6. (a.) All lads or youths working in any branch of the trade shall be apprenticed by deed of apprenticeship for the term of five years, but every lad or youth employed shall be allowed two months' probation prior to commencing to serve.

(b.) Time served by any lad or youth prior to the date of this award shall count in the term of five years.

(c.) The proportion of apprentices employed shall not exceed one to every three journeymen or fraction of three journeymen. 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 the journeymen employed during the previous twelve months.

(d.) Arrangements between employers and apprentices existing at the time of the hearing of this dispute shall not be prejudiced; but the youth serving under any such arrangement shall, within three months from the date of this award, be indentured for the balance unexpired of the term of five years.

(e.) If any employer shall from any unforeseen cause be unable to fulfil his obligation to any apprentice, it shall be lawful for such apprentice to complete his term with another employer, notwithstanding that such employer has already the full number of apprentices allowed by these conditions.

Wages for Apprentices.

7. The wages to be paid to apprentices shall be as follows: For the first year, 10s. per week; for the second year, 15s. per week; for the third year, £1 per week; for the fourth year, £1 5s. per week; and for the fifth year, £1 10s. per week.

Incompetent Workmen.

8. Any workman who considers himself incompetent to earn the minimum wages hereby prescribed may be paid such less wages as shall from time to time be agreed upon in writing between the workman, his employer, or proposed employer, and the secretary or president of the union, or, in default of such agreement, as may from time to time be fixed in writing by the local Inspector of Factories, upon twenty-four hours' notice in writing being first given by such workman to the secretary of the union; and such secretary, as well as the employer or proposed employer, if he shall so desire, shall be entitled to be heard by such Inspector upon such application.

Preference.

9. So long as the rules of the union shall permit any person of good character and sober habits, and who is a competent tradesman, to become a member of the union upon payment of an entrance fee not exceeding 5s., upon his written application, without ballot or other election, and so to continue upon payment of subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, employers shall 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. This clause shall not compel any employer to refuse to continue the employment of any person now employed by him.

10. The union shall keep in some convenient place within one mile from the Chief Post-office, Auckland, a book, to be called the "employers' book," wherein shall be entered the names and exact addresses of all 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 and addresses and occupations of every employer by whom each such member has been employed during the preceding two years. Immediately on 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 in any particular 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 9 a.m. and 5 p.m. on every working-day except Saturday, and on Saturday between the hours of 9 a.m. and 12 noon.

If the union shall fail to keep the employment-book in the manner provided by this clause, any employer may in such case, and so long as such failure shall continue, engage any person, whether a member of the union or not, to perform the work required to be done, notwithstanding the foregoing provisions.

11. 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 employment-book shall be kept and of any change in such place.

12. Employers shall not discriminate against unionists in the engagement or dismissal of their men, nor in the conduct of their business do anything for the purpose of injuring the union, directly or indirectly.

13. When members of the union and non-members are employed together they shall work together in harmony and under the same conditions, and shall receive equal pay for equal work.

Exemption.

14. Nothing in this award contained shall apply to foremen engaged in any branch of the business coming within the scope of this award.

Application of Award.

15. This award shall not apply to workers engaged in horse-cover making, machine-work, or light machine-made-tent work.

16. Nothing in this award shall apply to the Devonport Steam Ferry Company.

Term of Award.

17. This award shall come into force on the 2nd day of October, 1911, and shall continue in force until the 2nd day of October, 1913.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereto set his hand, this 28th day of September, 1911.

W. A. SIM, Judge.

MEMORANDUM.

This award embodies the agreement of the parties, the only alteration made by the Court being that the local Inspector of Factories has been substituted for the Conciliation Commissioner as the officer to grant under-rate permits.

W. A. SIM, Judge.