

(2522.) AUCKLAND GUM-WORKERS.—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 Gum-workers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers");—

The Auckland Provincial Gum-dealers' Union of Employers.

Andreae, C., and Co., Coburg Street.

Brown and Campbell, O'Connell Street.

Gillespie, L. C., and Sons, Customs Street.

Harrison, W., Whangarei.

Langguth and Co., Customs Street.

Lawrence, W. R., and Co., Totara North.

Lichtenstein and Arnoldson, Quay Street.

Maxwell, L. S., Customs Street East

Miller, H., and Co., Fort Street.

Miller, J., The Strand, Auckland.

Miller, R. and J., The Strand, Auckland.
 Mitchelson, E., and Co., Albert Street, Auckland.
 Morton, Edward, Customs Street.
 Patterson, G. W. S., Gore Street.
 Rawnsley, S., Quay Street.
 Wallen, Mrs., Taipa.
 Wharfe, W. H., Fort Street.
 Winterbourne, S., and Co., Albert Street.

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 as from the 1st day of January, 1912, and shall continue in force until the 31st day of December, 1914.

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 6th day of May, 1912.

W. A. SIM, Judge.

SCHEDULE.

Hours of Labour.

1. A week's work shall not exceed forty-seven hours, and work shall commence at 7.30 a.m. and leave off at 5 p.m., with an hour for dinner from 12 to 1 on five days of the week. On Saturdays work shall commence at 7.30 a.m. and cease at noon. From the 1st May to the 31st August the dinner-hour may be so curtailed as to provide for work ceasing at 4.45 p.m.

Rates of Pay.

2. Sorters shall receive not less than 1s. 1½d. per hour. Learners doing sorting shall receive not less than 9d. per hour for the first six months, not less than 10½d. per hour for the second six months, and after that period they shall be held to be fully competent to receive the full rate hereinbefore provided.

3. The minimum wage for workers other than those provided for in clauses 2, 5, and 8 hereof shall be 1s. 0¾d. per hour.

4. All work required to be done in a kneeling position beyond two hours in any one day must be paid for at the rate of 1s. 6d. per hour.

Boys and Youths.

5. Boys and youths may be employed up to the age of nineteen at such rates as may be agreed upon between employer and worker.

Proportion of Learners, Boys, and Youths.

6. The proportion of learners, boys, and youths shall not at any time exceed one boy, youth, or learner to every four or fraction of four other workers employed.

Under-rate Workmen.

7. Any worker who considers himself, by reason of old age, infirmity, imperfect training, or any other cause, incapable of earning the minimum wage hereby prescribed may be paid such lower wage as may be agreed upon in writing between such worker and the secretary or president of the union, and, in default of such agreement, as may be fixed in writing, on the application of the worker, by the local Inspector of Factories, or such other person as the Court may from time to time by order appoint. Twenty-four hours' notice in writing of such application shall be given by the applicant to the secretary of the union, and such secretary shall, if he so desires, be heard by the Inspector or such other person upon such application. Any worker whose wages have been so fixed may work and be employed thereafter, and after the said period of six calendar months, until fourteen days' notice in writing shall have been given by the secretary requiring him to have his wage again fixed in manner prescribed by this clause.

Casual Labour.

8. Casual labour shall be paid for at 1s. 3d. per hour. "Casual labour" is all employment lasting not more than four days, and terminated by the employer.

Holidays.

9. The following holidays shall be recognized: New Year's Day, the 2nd January, Anniversary Day, Good Friday, Easter Monday, Prince of Wales's Birthday, Labour Day, King's Birthday, Christ-

mas Day, and Boxing Day. These holidays are not to be paid for. Any employer may agree with his men to exchange either the 2nd January or Prince of Wales's Birthday for any other day.

Overtime.

10. Work done on Christmas Day, Good Friday, and Sundays shall be paid for at the rate of double time; work done on all other holidays time and a half. All work done before and after the hours mentioned in clause 1 shall be paid for at the rate of time and a quarter.

Preference.

11. So long as the rules of the union permit any person of good character and sober habits to become a member of the union on payment of an entrance fee not exceeding 5s., upon his written application, without ballot or other election, and so to continue upon contributing subscriptions not exceeding 6d. per week, the employer shall employ members of the union in preference to non-members, provided that there are members of the union equally qualified with non-members to perform the particular work required to be done. But this shall not compel any employer to dismiss any worker now employed by him. This does not apply to employment in places outside a radius of ten miles from the Chief Post-office in the City of Auckland.

12. No employer shall in the engagement or dismissal of his men discriminate against members of the union, or shall in the conduct of his business do anything directly or indirectly for the purpose of injuring the union.

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

Scope of Award.

14. This award shall bind the parties hereto, and all persons hereafter engaged in this industrial district in the preparation of kauri-gum for export.

Term of Award.

15. This award shall come into force as from the 1st day of January, 1912, and shall continue in force until the 31st day of December, 1914.

In witness whereof the seal of the Court of Arbitration hath hereunto been put and affixed, and the Judge of the said Court hath hereto set his hand, this 6th day of May, 1912.

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.