

## OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

### (4567.) DUNEDIN BOX-WORKERS.—AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 26th day of January, 1917, between the Otago Box-workers' Industrial Union of Workers (hereinafter called "the union") of the one part, and Alliance Box Company (Limited), Dunedin; Coombs, J., and Son, Dunedin; Evening Star Company (Limited), Dunedin; McKinlay and Son, Dunedin; A. Prior, Dunedin; Phoenix Company (Limited), Dunedin; Ross and Glendinning, Dunedin (hereinafter called "the employers"), of the other part, whereby it is mutually agreed by and between the parties hereto as follows:—

1. That the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the said parties, and they shall be deemed to be and are hereby incorporated in and declared to form part of this agreement.

2. The said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, stipulations, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

#### THE SCHEDULE HEREINBEFORE REFERRED TO.

##### *Hours of Work, Overtime, Holidays.*

1. The hours of work, overtime, and holidays shall be in accordance with the Factories Act, 1908.

##### *Wages.*

2. The minimum wages to be paid to box-workers shall be as follows: For the first six months, 7s. 6d. per week; for the second

six months, 10s. per week; for the third six months, 12s. 6d. per week; for the fourth six months, 15s. per week; for the fifth six months, 17s. 6d. per week; for the sixth six months, £1 per week; for the seventh six months, £1 2s. 6d. per week; for the eighth six months, £1 5s. per week; for the ninth six months, £1 7s. 6d. per week; and thereafter a minimum of £1 10s. per week.

*Piecework.*

3. Piecework shall not be permitted.

*Under-rate Workers.*

4. (a.) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on the application of the worker after due notice to the union, by the local Inspector of Awards or such person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or other person may think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b.) Such permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector or other person shall think fit.

(c.) Notwithstanding the foregoing it shall be competent for a worker to agree with the president or secretary of the union upon such wage without having the same so fixed.

(d.) It shall be the duty of the union to give notice to the Inspector of Awards of every agreement made with a worker pursuant hereto.

(e.) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

*Preference.*

5. Members of the Otago Box-workers' Industrial Union of Workers are to be employed in preference to non-members, provided that there are members of the union equally qualified with non-members, and ready and willing to perform the work.

*Scope of Agreement.*

6. This agreement shall apply within a radius of ten miles from the Chief Post-office, Dunedin.

*Term of Agreement.*

7. This agreement shall come into force on the 26th day of January, 1917, and shall continue in force until the 25th day of January, 1920.

Signed on behalf of the Otago Box-workers' Industrial Union of Workers, this 26th day of January, 1917—

[SEAL.]

R. BREEN, President.

J. RUNCIMAN, Secretary.

Signed on behalf of the employers, this 26th day of January, 1917—

THE EVENING STAR COMPANY (LIMITED):

C. STANLEY SMITH.

R. MCKINLAY AND SONS (LIMITED):

WM. MCKINLAY,

Governing Director.

FOR THE PHENIX COMPANY (LIMITED):

RICHD. CUDDIE, Manager.

ALLIANCE BOX COMPANY (LIMITED):

THOS. G. BRICKELL, Director.

A. PRIOR.

ROSS AND GLENDINING:

JAS. D. REA.

JOHN COOMBS.

Witness of employers' signatures—C. Otto.