

(4958.) CANTERBURY RANGE-WORKERS.—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 Christchurch Branch of the Amalgamated Society of Engineers' (including Brass-finishers, Range-workers, Metal-workers' Assistants, Electrical Workers, Tinsmiths and Sheet-metal Workers, and Cycle-workers) Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Atkinson, Thomas (J. Treblecock), Rangemaker, 98 Lower High Street, Christchurch.

Crown Ironworks, 204 Manchester Street, Christchurch.

Hepburn, H., and Son, Engineers and Rangemakers, 94 Tuam Street, Christchurch.

Scott Bros., Ironfounders, 65 Manchester Street, Christchurch.

Storrier, J., Engineer, High Street, Timaru.

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, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, 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 5th day of August, 1918, and shall continue in force until the 5th day of August, 1920, and thereafter as provided by subsection (1) (d) of section 90 of the Industrial Conciliation and Arbitration Act, 1908.

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 19th day of July, 1918.

T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. The number of working-hours per week shall not exceed forty-seven, four and a half hours only to be worked on Saturday, and not more than eight hours and three-quarters ordinary time to be worked on any other day.

Overtime and Holidays.

2. (a.) Extra time shall be worked when required, and shall be classed and be paid for as overtime at the following rates: Time and a quarter for the first two hours, and thereafter time and a half.

(b.) Double time shall be paid for all work done on Saturday afternoon, Sunday, New Year's Day, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, and Show Day.

(c.) No overtime need be paid for work done on the holidays for a week prior to Christchurch Show in connection with Show work.

Wages.

3. The wages for oven, ashpan, funnel and register makers, and for range fitters and polishers shall be not less than 1s. 5½d. per hour, and for grinders and body-fitters not less than 1s. 4d. per hour.

War Bonus.

4. (a.) So long as the British Empire remains in a state of war with Germany and Austria or either of them, and for three months after the cessation of such war, there shall be paid to all workers mentioned in the preceding clause, in addition to the wages herein prescribed, a war bonus of 1½d. per hour.

(b.) Notwithstanding the foregoing clause the said war bonus may at any time during the currency of this award be continued either wholly or partially, or may be increased or terminated as the Court, on the motion of any party to this award or of its own motion, may determine.

Travelling-time.

5. Any worker employed to work at a distance from his employer's shop shall be paid for his time until he returns to the shop or to his home, provided his home is not a greater distance from his work than his shop. Employees shall be paid their fares and reasonable travelling-expenses, and if required to stay away from home their board and lodging. Not more than eight hours shall be paid for travelling in any one day.

Bicycles.

6. If any worker shall at the request of his employer use his bicycle in connection with his work he shall be paid for such use at the rate of 1d. per mile measured by the nearest practicable route to and from the work.

Boys.

7. Boys may be employed in the proportion of not more than one to every two journeymen fully employed during the previous six months, and they shall be paid not less than the following wages per week: 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; for the fifth year, £1 15s. per week.

Under-rate Workers.

8. (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 other 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 shall 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 in writing 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 Factories 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.

9. (a.) If any employer shall hereafter engage any worker coming within the scope of this award who shall not be a member of the union, and who shall not become a member thereof within fourteen days after his engagement and remain such member, the employer shall dismiss such worker from his service if requested to do so by the union, provided there is then a member of the union equally qualified to perform the particular work required to be done, and ready and willing to undertake the same.

(b.) The provisions of the foregoing clause shall operate only if and so long as the rules of the union shall permit any worker coming within the scope of this award of good character and sober habits to become a member of the union upon payment of an entrance fee not exceeding 5s., upon a written application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

Matters not provided for.

10. Any dispute in connection with any matter not provided for in this award shall be settled between the particular employer concerned and the secretary or president of the union, and in default of any agreement being arrived at then such dispute shall be re-

ferred to the local Inspector of Awards, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Inspector, may appeal to the Court upon giving written notice of such appeal to the other party within seven days after such decision shall have been communicated to the party desiring to appeal.

Scope of Award.

11. This award shall operate throughout the Canterbury Industrial District.

Term of Award.

12. This award shall come into force on the 5th day of August, 1918, and shall continue in force until the 5th day of August, 1920.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the said Court hath hereunto set his hand, this 19th day of July, 1918.

— T. W. STRINGER, Judge.

MEMORANDUM.

The terms of this award are practically the same as those of an award recently made by the Court for the Otago and Southland Industrial District, which last-mentioned award embodied the terms of a complete agreement arrived at between the employers and workers when before the Conciliation Council.

It was proved to the Court at the hearing of this dispute that the industry was, owing to a variety of causes, in a languishing condition, but the same adverse conditions apply equally to the Otago and Southland Industrial District, and as the trades in the two districts are in direct competition with one another the Court has felt compelled to make the rates of wages and conditions of employment which were agreed to between the employers and workers in the one district also applicable to the other district.

T. W. STRINGER, Judge.