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OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

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(6421.) DUNEDIN RANGE-WORKERS.—INDUSTRIAL AGREEMENT  
*RE* BARNINGHAM AND CO., BRINSLEY AND CO., AND SHACK-  
LOCK LIMITED.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 18th day of November, 1920, between the Dunedin Branch of the Amalgamated Society of Engineers' (including Brass-finishers, Coppersmiths, Range-workers, Cycle and Motor Mechanics, and Tinsplate and Sheet-metal Workers) Industrial Union of Workers (hereinafter called "the union") of the one part, and

Barningham and Co., Rangemakers, of 325 George Street,  
Dunedin;

Brinsley (Richard) and Co. (Limited), Rangemakers, of 321  
Cumberland Street, Dunedin; and

Shacklock, H. E. (Limited), Rangemakers, of Princes Street  
South, Dunedin

(hereinafter called "the employers"), of the other part, whereby it is mutually expressed by and between the said parties hereto as follows. that is to say.

## SCHEDULE.

*Hours of Work.*

1. The number of working-hours per week shall not exceed forty-four. Eight hours shall be worked on five days of the week, between the hours of 7.30 a.m. and 5 p.m.; and on Saturday four hours shall be worked, between 7.30 a.m. and noon.

*Overtime and Holidays.*

2. (a.) All time worked in excess of the hours mentioned in clause 1 hereof in any one day shall be deemed to be overtime, and shall be paid for at the following rates: For the first three hours time and a half, and thereafter double time.

(b.) The following rates shall be paid for work done on the undermentioned holidays: Saturday afternoon, time and a half; and for Sundays, New Year's Day, 2nd January, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Christmas Day, Boxing Day, and Anzac Day, double time shall be paid.

*Wages.*

3. (a.) The minimum rate of wages to be paid for the following classes of workers shall be: For ashpan, funnel, and register makers, range fitters and polishers shall be 1s. 10d. per hour; and for grinders and body-finishers not less than 1s. 8½d. per hour. The above-mentioned wages shall be further increased by payment to such workers of a bonus of 3d. per hour unless and until the Court shall otherwise order.

(b.) Notwithstanding anything contained in subclause (a) of this clause it shall be permissible for the union to participate in any future bonus made by order of the Court.

*Travelling-time.*

4. Any worker employed to work at a distance from his employer's shop shall be paid for his time until he returns to his shop or 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.

*Boys.*

5. Boys may be employed in the proportion of not more than one to every two journeymen fully employed during the previous six months, and shall be paid not less than the following rates of wages: For the first year, £1 per week; for the second year, £1 5s. per week; for the third year, £1 10s. per week; for the fourth year, £1 15s. per week; for the fifth year, £2 5s. per week. These wages include any bonus already granted by the Court.

*Under-rate Workers.*

6. (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 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 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.*

7. (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 so to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

*Scope of Agreement.*

8. This industrial agreement shall operate within the Industrial District of Otago.

*Term of Agreement.*

9. This agreement shall come into force on the 1st day of December, 1920, and shall remain in force until the 30th day of November, 1921.

Signed on behalf of the union, this 18th day of November, 1920—

THOMAS DOHIG.

[SEAL.]

ALFRED CARR.

SAMUEL JEWEL ELSTON, Secretary.

Signed on behalf of the employers—

H. E. SHACKLOCK (LIMITED):

Per J. B. SHACKLOCK.

BRINSLEY AND CO. (LIMITED):

RICHARD BRINSLEY.

W. R. BRINSLEY.

BARNINGHAM AND CO. (LIMITED):

T. J. MCKERROW, Director.

NOTE.—Section 25, subsection (4), of the Industrial Conciliation and Arbitration Act, 1908, provides that, notwithstanding the expiry of the term of the industrial agreement, it shall continue in force until superseded by another industrial agreement or by an award of the Court of Arbitration, except where the registration of an industrial union of workers bound by such agreement has been cancelled.