

(8500.) CANTERBURY CURRIERS.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 22nd day of December, 1925, between the Canterbury Carriers' Industrial Union of Workers (Registered) (hereinafter called "the union") of the one part, and Messrs. G. L. Bowron and Co., Woolston, Mr. W. H. Travis, and Woolston Tanneries Limited, Woolston (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.

3. This agreement shall continue in force from the day of the date hereof, and thereafter continue in force until superseded by another agreement or by an award made under the provisions of the said Act.

In witness whereof the parties hereto have executed these presents the day and the year first before written.

SCHEDULE.

Hours of Work.

1. A week's work shall consist of forty-eight hours, the week to end at 12 o'clock noon on Saturday. The working-hours shall be regulated between the hours of 7.15 a.m. and 6 p.m. on all days except Saturday, and between the hours of 7.15 a.m. and 12 noon on Saturdays, according to the requirements of each business. Each employer shall be entitled to the fullest control of his factory and to make such rules and regulations (not inconsistent with these provisions) as he may deem necessary for the proper management of his business.

Overtime.

2. Any time worked in excess of the recognized hours in each day shall be paid for at the rate of time and a half for the first four hours, and thereafter double time.

Wages.

3. (a.) The minimum wage for carriers shall be 2s. 2½d. per hour,

(b.) Any employer may arrange with any worker to do work as piecework, provided a log for any such work shall have been first agreed on with the union. Until such log shall have been agreed on piecework shall not be allowed.

(c.) Wages shall be paid at intervals of not more than a fortnight; two days lie-time shall be allowed.

Holidays.

4. The following shall be the recognized holidays: Christmas Day, Boxing Day, New Year's Day, 2nd January, Good Friday, Easter Saturday, Easter Monday, Labour Day, Show Day, and the local picnic day.

Payment for Holidays.

5. Double time shall be paid for work done on Christmas Day, Good Friday, and Sundays. Time and a half shall be paid for work done on New Year's Day, Easter Monday, Labour Day, Show Day, Boxing Day, 2nd January, Easter Saturday, and the local picnic day.

Tools.

6. The employer shall supply all tools required; such tools to remain the property of the employer, and shall not be taken off the premises.

Machinery.

7. In the working of all machinery used in the working of the currier's department preference shall be given to curriers, provided such curriers shall have had previous experience with such machines, and are equally competent with other workmen who are not curriers. Apprentices to the curriers' trade shall be taught to use such machines as are used in this department. Curriers shall be given the preference in the working of any new machine which may be introduced into this department whenever no expert is available for working such machine.

Working on the Beam.

8. No currier shall be kept more than one week continuously on the shaving-beam.

Classes of Workmen.

9. Only two classes of workmen shall be recognized (except as hereinafter stated)—viz., journeymen curriers and unskilled workers.

10. Nothing in this award shall apply to the chrome department: Provided always that only curriers shall be employed in hand-shaving chrome leather.

Unskilled Workers.

11. (a.) Each employer shall be allowed one unskilled worker to every six or fraction of six curriers employed to assist generally in all necessary unskilled work such as scouring, sumaching, making dubbing and colour, oiling, hanging up, &c.: Provided that after the first six the fraction shall consist of not less than three.

(b.) Nothing that has been generally done by curriers during the past three years shall be deemed to be labourers' work. On arriving at the number of curriers employed in this connection, such curriers must have been employed for nine months previous at not less than two-thirds full time.

Preference.

12. If and so long as the rules of the union shall permit of any person now employed in this trade in the industrial district, and any person who may hereafter reside in this industrial district and who is a competent workman, to become a member of the union upon payment of an entrance fee not exceeding 5s., and of subsequent contributions, whether payable weekly or otherwise, not exceeding 6d. per week, upon a written application to the secretary by the person so desiring to join the union, without ballot or other election, then and in such case employers shall when engaging workmen 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 and ready and willing to undertake it.

Under-rate Workers.

13. (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.

14. This agreement shall bind only the parties named herein.

15. This agreement shall come into force on the 6th day of January, 1926, and shall continue in force until the 6th day of January, 1928.

The common seal of the Canterbury Curriers' Industrial Union of Workers (Registered) was affixed hereto this 22nd day of December, 1925.

[SEAL.]

F. WADMAN, President.
G. P. WILSON, Secretary.

Signed on behalf of G. L. Bowron and Co., this 22nd day of December, 1925.

G. L. BOWRON.

Witness—W. Cecil Prime.

Signed on behalf of the Woolston Tanneries Limited this 22nd day of December, 1925.

J. SIDNEY.

Witness—W. Cecil Prime.

Signed on behalf of W. H. Travis this 22nd day of December, 1925.

W. H. TRAVIS.

Witness—W. Cecil Prime.

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.