

(8147.) WELLINGTON INDUSTRIAL DISTRICT TRACTION,
STATIONARY, AND LOCOMOTIVE ENGINE DRIVERS.—AWARD.

In the Court of Arbitration of New Zealand, Wellington 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 Wellington Stationary, Traction, and Locomotive Engine Drivers and their Assistants' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Wellington District.

- Allender and Co., Soapworks, 2 Udy Street, Petone.
Ansell, C. W., Flax-miller, Te Hopi, Featherston.
Bailey and Arcus, Timer-merchants, 12 Hutt Road, Petone.
Barber, W. H., and Co., Dyers, Hutt Road, Petone.
Bisdee, S. C., Brickworks, Pahiatua.
Booth and Co. (Limited), Sawmill, Wellington and Carterton.
Bourke, T. J., Wool-scourer, Randwick Road, Lower Hutt.
Brogden, J. C., Threshing, Masterton.
Brownlee Limited, Timber-merchants and Boxmakers, Kilbirnie, and Ebor Street, Wellington.
Bryant and May, Bell and Co. (Limited), Match-manufacturers, Tory Street, Wellington.
Cable, W., and Co., Engineers, Hutt Road, Kaiwarra.
Campbell, G., Sawmill, Akatarawa.
Chamberlain and Son, Flour-mill, Masterton.
Chapman, W., and Co., Chaffcutting, Martinborough.
Cook and Cook, Cooperage, Hutt Road, Petone.
Co-operative Dairy-produce Freezing Company (Limited), Waterloo Quay, Wellington.
Couchman, R. V., Laundry, Petone.
Daniel, E. C., Sawmill, Queen Street, Masterton.
Dominion Ferolith Co. (Limited), Belmont.
Evans Bay Timber Co., Kilbirnie.
Ewington, J. C., Hauling, Masterton.
Excelsior Laundry Company, 83 Adelaide Road, Wellington.
Gardner and Yeaman, Sawmill, Pahiatua and Woodville.
Gasco Pressed Brick (Limited), Miramar.
Gear Meat Company (Limited), Petone.

- Giddings and Harden, Sawmill, Mikimiki.
 Gosling and Son, Sawmill, Maku.
 Hirst and Co., Tannery, Kaiwarra.
 Hughes, W., Threshing, Masterton.
 Hutson, P., and Co., Brickworks, 291 Mansfield Street, Wellington South.
 Hutt Borough Council, Road-roller, Lower Hutt.
 Johnson Bros., Threshing, Carterton.
 Jones, C. E., Sawmill, Matarawa.
 Jones, E., Hauling, Masterton.
 Kelburn and Karori Tramway Company, Lambton Quay, Wellington.
 Lever Bros., Soapworks, Petone.
 McCarthy, T. G., and Co., Brewers, Tory Street, Wellington.
 McEwan and Carter, Hauling, Petone.
 McGregor, D., General, Gladstone.
 McLachlan Bros., Threshing, Matawai.
 McPhee, Hugh, Threshing, Masterton.
 Martinborough Sawmilling Company, Martinborough.
 Masterton Borough Council, Road-roller, Masterton.
 Miller and Compton, Chaffcutting, Featherston.
 Miller's West Australian Hardwood Company (Limited), Taranaki Street, Wellington.
 Minton, S. B., Threshing, Carterton.
 Murphy Bros., Brickworks, Rolleston Street, Wellington.
 Neilson, Murray, and Frederick, Engineers, Adelaide Road, Wellington.
 Newton, J., Soapworks, Kaiwarra.
 New Zealand Candle Company, Kaiwarra.
 Niven, J. J., and Co., Engineers, 29 Hunter Street, Wellington.
 North Island Brewery Company (Limited), Mangatainoka.
 Odlin, C. and A., Timber and Hardware Company (Limited), Taranaki Street, Wellington.
 Orbel, J., Hauling, Martinborough.
 Petone Borough Council, General, Petone.
 Pitcaithley and Co., Contractors, Waterloo Quay, Wellington.
 Price, W., Sawmill, Nireaha.
 Rathbone, T. J., Sawmill, &c., Carterton.
 Silverstream Brick and Tile Company, Silverstream.
 Stacey, F., Timber-merchants, 180 Adelaide Road, Wellington.
 Staples, J., and Co. (Limited), Brewers, Murphy Street, Wellington.
 Stewart Timber, Glass, and Hardware Company, Sawmill, Courtenay Place, Wellington.
 The Channon Marshall Pneumatic Tyre, N.Z. (Limited), Rubber Manufacturers, Miramar.
 Tonks, E., Brickworks, 61 Webb Street, Wellington.
 Toogood and Co., Flax-mill, Featherston.
 Trevor Bros., Brickworks, Berhampore, Wellington.
 Udy, T. C., Ploughing, Greytown.
 Victoria Laundry Company, Hanson Street, Wellington.
 Wairarapa Brick and Tile Company, Carterton.
 Wairarapa Frozen-meat Company (Limited), Waingawa.
 Wakeley, W. W., Flax-mill, Kahutara.
 Wakelin Bros., Hauling, Carterton.
 Wall, F., Flax-mill, Martinborough.
 Wanganui Spiral and Lock-bar Pipe Company, Belmont and Wanganui.
 Wellington Brick Company, Johnsonville.
 Wellington City Council, General, Wellington.
 Wellington Gas Company (Limited), Courtenay Place, Wellington.
 Wellington Harbour Board, General, Wellington.
 Wellington Hospital Board, Freezing and Steaming, Wellington.
 Wellington Meat Export Company, Ngahauranga.
 Wellington Patent Slip Company, Hauling, Evans Bay, Wellington.

Wellington Woollen Company, Hutt Road, Petone.
 Westland Timber Company, Railway Avenue, Lower Hutt.
 Windsor Manufacturing Company, Steaming, Quin Street, Wellington.

Hawke's Bay District.

Alley, G. H., Cooper, Farndon.
 Amner, W. A., and Sons, Limeworks, Napier.
 Borthwick, Thomas, Freezing-works, Pakipaki.
 Bourke, M. F., and Co., Wool-scourers, Clive.
 Bowering, R. R., Contractor, Takapau.
 Bransch, C., Contractor, Chaffcutter, &c., Hastings.
 Brown Bros., Sawmillers, Maraetotara.
 Bull Bros., Sawmillers, Napier.
 Bunge Bros., Sawmillers, Puketitiri.
 Burgess, F., Sawmiller, Makaretu.
 Butcher Bros., s., Wool-scourers, Greenmeadows.
 Carlyon, A. S. G., Dwava's Estate, Waipawa.
 Cattanach, P., Contractor, Takapau.
 Chambers, E. Bernard, Te Mata, Havelock North.
 Cochrane and Delaney, Sawmillers, Wairoa.
 Collett and Sons, Engineers, Dannevirke.
 Crawford, H., Contractor, Havelock North.
 Cross, Thomas, as, Farmer (Portable Engine), Patoka.
 Dannevirke Borough Council, Steam-roller, Dannevirke.
 Dannevirke Woodware Company, Dannevirke.
 Derrett Bros., s., Contractors, Ongaonga.
 Derrett, C., Contractor, Ongaonga.
 Douglas, W., J. and A. T., Te Mahanga Station, Hastings.
 Eaves, S. F., Brickworks, Havelock North.
 Falls, A. C., and Co., Boiling-down Works, Awatoto.
 Graham, W., J., Sawmiller, Te Rehunga, Dannevirke.
 Griffin, J., E. Brickworks, Napier.
 Haines, W., Brickworks, Dannevirke.
 Harris, H., Sawmiller, Ongaonga.
 Hastings Borough Council, General, Hastings.
 Hastings Timber Company, Hastings.
 Hawke's Bay County Council, Hauling, Napier.
 Hawke's Bay Farmers' Meat Company (Limited), Whakatu.
 Hawke's Bay Laundry Company, Napier.
 Hawke's Bay Soap and Tannery Company (Limited), Awatoto.
 Holt, R., and Sons, Timber-mill, Thackeray Street, Napier.
 Hunter, W. G., Sawmill, Rauroa.
 Jacobsen Bros., Contractors, Karitaki, Dannevirke.
 Jessop, J. S., Waihi Station, Frasertown.
 Johnstone and Stacey, Sawmillers, Wairoa.
 Johnston, Sydney (Estate of), Takapau.
 Kirkpatrick Bros., Brickworks, Waipawa.
 Knight, A. B., Farmer (Traction Engine), Tahoraiti.
 Leipst, A., Well-sinking, Hastings.
 McHardy, I. H., Station-owner, Blackhead.
 McLeod and Gardner, Sawmillers, Hastings and Puketitiri.
 McNab, J., Contractor, Twyford.
 Manson and Clark, Sawmillers, Napier.
 Milburn, J., Sawmiller, Waipawa.
 Milden, J. V., Brickworks, Makotuku.
 Mills Bros., Hauling Contractors, Hastings.
 Napier Borough Council, Napier.
 Napier Brewery Company (Limited), Napier.
 Napier Gas Company (Limited), Napier.

Napier Harbour Board, Napier.
 Napier Hospital Board, Napier.
 Napier Woollen Company (Limited), Napier.
 Neilson, C. C., Contractor, Dannevirke.
 Nelson Bros. (Limited), Tomoana.
 North British and Hawke's Bay Freezing Company, Napier.
 Ormond, J. D. (Estate of), Hastings.
 Paulsen, M., Farmer, &c., Takapau.
 Petrowski Bros., Contractors, Tikokino.
 Phillips and Wright (Limited), Builders, Hastings.
 Pilcher, F., Contractor, Hastings.
 Ramlose, F. S., Hauling Contractor, Hastings.
 Ramsay, T., Contractor, Fernside, Hastings.
 Robertshaw, W., Contractor, Waipawa.
 Sands, G., Contractor, Hastings.
 Simpson, W., Butcher, &c., Waipawa.
 Smith Bros., Contractors, Nukaka.
 Street, J. S., Brickworks, Pakipaki.
 Taylor and McIntyre, Sawmillers, Tangitere, Wairoa.
 Te Ohu Sawmilling Company (Limited), Norsewood.
 Thompson Bros., Butchers, &c., Hastings.
 Turville, A. G., Joinery-works, Napier.
 Vulcan Foundry (H. Williams and Sons), Napier.
 Waipatiki Oilfields Company (Limited), Dannevirke.
 Wairoa Farmers' Co-operative Meat Company, Wairoa.
 Watt, E. J., Traction-engine, Longlands, Hastings.
 Weaver, A., Wool-scourer, Riverlea, Hastings.
 Willan, J., Contractor, Stratford Lodge, Hastings.
 Williams, E. P., Sawmiller, Wairoa.

Palmerston North District.

Andrew, R. C., Hauling, &c., Sanson.
 Bartholomew, P., Engineer, Weraroa.
 Beazer, Mark, Hauling, Feilding.
 Bell and Co., Flax-mill, Bull's.
 Bevan, T., Stone-crushing, Ohau.
 Broadbelt and Co. (Limited), Box-factory, Feilding.
 Byers, H., Flax-mill, Shannon.
 Clement and Hutton, Sawmill, Manui.
 Cook, William, and Sons, Timber-factory, 46 Broad Street, Palmerston North.
 Craw, George, Flax-mill, Kairanga.
 Dewe and Sporle (Limited), Wool-scourers, Feilding.
 Easton, F. S., Flax-mill, Moutoa.
 Eggleton, W., Hauling, &c., Bunnythorpe.
 Feilding Sash and Door Factory Company (Limited), Kimbolton Road, Feilding.
 Foxton Cordage Flax-milling Company, Foxton.
 Foxton Harbour Board, Dredger, Foxton.
 Frederick, August, General, Marton.
 Gaisford, E. C., General, Bull's.
 Gibbs, A. J., Flax-mill, Foxton.
 Hanson, John, General, Marton.
 Hardie, Thomas A., Bacon-factory, Feilding.
 Harvey, Thomas B., General, Marton.
 Harvey, W. J. M., General, Marton.
 Henderson Bros., Flour-mill, Marton.
 Howard, James, General, Greatford.
 James, Thomas P., General, Stanway.
 Jarvis, Harold, Flax-mill, Lower Kairanga.
 Kendrick, Arthur, Brickworks, Marton.
 King, A., and Co., Flax-mill, Foxton.

Lewis and Coutts, Timber-factory, 90 Church Street, Palmerston North.
 Liggins, J., Flax-mill, Palmerston North.
 Loughnan and Woods, Flax-mill, Makerua.
 Lowe, Frank F., General, Feilding.
 McElroy, Owen, General, Halcombe.
 Managh, J. and G., General, Halcombe.
 Marton Sash, Door, and Timber Company (Limited), Marton.
 Matthews, John, General, Sanson.
 Meyes, J. C., Brickworks, Marton.
 Milverton and Son, General, Palmerston North.
 Morris Bros., General, Marton.
 National Mortgage and Agency Company, Freezing, Longburn.
 Oldfield, William, General, Marton.
 Palmerston North Borough Council, General, Palmerston North.
 Palmerston North Hospital Board, Palmerston North.
 Parke, S., and Co., Hauling, Woodville.
 Porter, E., Flax-mill, Koputaroa.
 Primus Flax-milling Company, Kairanga.
 Ross, W., and Son (Limited), Engineers, Foxton.
 Rowe Bros., General, Rongotea.
 Scorrar, J., Chaffcutter, Kopuaranga.
 Seifert, A. and L., Flax-mill, Makerua.
 Simpson, R. B., General, Marton.
 Tanner, R., General, Karere.
 Te Mukunui (Limited), Flax-mill, Tokomaru.
 Tokomaru Flax-milling Company, Tokomaru.
 Trevor Bros., Brickworks, Boundary Road, Palmerston North.
 Waugh and Son, General, Kimbolton.
 West Coast Farmers' Freezing Company, Feilding.
 Whitanui Limited, Flax-mill, Moutoa.

Wanganui District.

Adsett, A., Sawmill, Owhango.
 Andrew, Oscar, Sawmill, Pokako.
 Bassett and Co. (Limited), Timber-factory, Wilson Street, Wanganui.
 Benbow and Crighton, Sawmill, Ohakune.
 Bennet and Punch, Sawmill, Rangataua.
 Carlson, A., Sawmill, Owhango.
 Carter, Frank J., Sawmill, Ohakune.
 Castlecliff Railway Company, Wanganui.
 Clausen, C., Sawmill, Pokako.
 Collier and Rose, Sawmill, Rangataua.
 Deadman, Sons, and Co., Sawmillers, Ohakune.
 Durie Vale Brick and Tile Company (Limited), Wanganui.
 Eltham Box-factory Company (Limited), Ohutui.
 Farmers' Co-operative Freezing Company (Limited), Patea.
 Feilding Sash and Door Company (Limited), Ohakune.
 Gammon, G. A., and Co. (Limited), Sawmill, Ohakune.
 Gardner, G., and Sons, Sawmill, Hukapapa.
 Gibbs, A. F., and Co. (Limited), Sawmill, Utiku.
 Gibbs, A. J., Sawmiller, Karioi.
 Gibbs and Trevor, Sawmillers, Hihitahi.
 Gilbert, J. B., and Sons, Soapworks, Castlecliff.
 Goldfinch and Co. (Limited), Sawmill, Ohakune.
 Harris, W., Sawmiller, Raetihi.
 Hill Bros., Wool-scourers and Fellmongery, Castlecliff.
 Holt and Sons (Limited), Sawmill, Horopito.
 Hughes, E. B., Sawmiller, Mataroa.
 Jensen, J. K., Sawmill, Taihape.

Leurs, F. W. H., Sawmill, Mataroa.
 McKenzie, A., Sawmill, Ohingaiti.
 Madson, J., Sawmiller, Horopito.
 Makotuku Timber Company (Limited), Raetihi.
 Mangawhero Sawmilling Company, Raetihi.
 Manson and Clark (Limited), near Owhangō.
 Martin and Co., Sawmillers, Karioi.
 Matai Sawmills (Limited), Owhangō.
 Mugridge Bros., Sawmill, Pokako.
 Murray, D., and Co., Engineers, Wanganui.
 New Zealand Powell Wood Process Company (Limited), Rangatāua.
 New Zealand Refrigerating Company (Limited), Imlay, Wanganui.
 Ngawaka Sawmilling Company, Taihape.
 Omatane Timber Company, Ūtiku.
 Paraeroa Sawmilling Company (Limited), Raetihi.
 Pederson Bros., Sawmill, Mangaweka.
 Perham, Larsen, and Co. (Limited), Sawmill, Rangatāua.
 Pleasants, Owen C., General, Wanganui.
 Pritchard Bros., Sawmill, Mangaweka.
 Quinlan, P. L., Sawmill, Rewa, Feilding.
 Raetihi Timber Company (Limited), Raetihi.
 Rangatāua Timber Company (Limited), Horopito.
 Rutherford, James C., Flax-mill, Waverley.
 Scott Bros., Wool-scouring, Castlecliff.
 Shepherd, T. A. J., Sawmiller, Ongarue.
 Smith, A. P., Sawmiller, Ohakune.
 Smith, R. W., Sawmill, Raetihi.
 Sollitt Bros. (Limited), Sawmill, Ohakune.
 Southern Cross Biscuit Company (Limited), Wanganui.
 Sullivan, S. J., Furniture-manufacturer, Wilson Street, Wanganui.
 Syme, George, and Co. (Limited), Sawmill, Raetihi and Tangawai.
 Wanganui Borough Council, Wanganui.
 Wanganui Brewery Company (Limited), Bates Street, Wanganui.
 Wanganui Fresh Food and Ice Company, St. John's, Wanganui.
 Wanganui Furniture-manufacturing Company (Limited), Wanganui East.
 Wanganui Harbour Board, Wanganui.
 Wanganui Meat-freezing Company, Castlecliff.
 Wanganui Sash and Door Company (Limited), Wanganui and Karioi.
 Wanganui Steam Laundry (Limited), 64 Harrison Street, Wanganui.
 Waterwheel Timber Company, Ohakune.
 Watkin Bros. (Limited), Sawmill, Kakahi.

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 a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect from the 20th day of April, 1925, and shall continue in force until the 19th day of April, 1927, 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 affixed, and the Judge of the Court hath hereunto set his hand, this 8th day of April, 1925.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Hours of Work.

1. (a.) Except where otherwise expressly provided the week's work shall not exceed forty-eight hours, exclusive of the time necessarily occupied by any worker in getting up steam for the machinery in the factory or works in which he may be employed.

(b.) The ordinary hours of work of any engine-driver employed in any factory, works, or industry in which the hours of work are fixed by an award or industrial agreement shall be the same as those observed by the other workers in such factory, works, or industry, but not to exceed forty-eight hours in any one week, exclusive of the time necessarily occupied in getting up steam for the machinery.

(c.) Each employer shall, subject to the provisions of the Factories Act, 1908, be entitled to arrange such hours of work according to the exigencies of his particular business, and such hours may be worked in shifts either by day or night.

(d.) In cases where two or more shifts are worked daily, unless otherwise agreed between the particular employer and his workers, men employed in shifts shall change shifts in turn, the periods not to exceed one month.

Overtime.

2. (a.) Any time worked in any one week in excess of the hours prescribed in clause 1 hereof shall be paid for at the rate of time and a half for the first four hours, and double time for any excess beyond

four hours ; Provided that where workers are required to observe hours fixed by another award or industrial agreement in pursuance of subclause (b) of clause 1 hereof, the overtime provision of such other award or industrial agreement shall be applicable to such workers in lieu of the foregoing provision.

(b.) When a worker is required to work overtime to repair any breakdown of machinery necessarily causing a stoppage of the factory or works only ordinary-time rates shall be payable in respect of such work.

(c.) Any time worked on shift-work in excess of eight hours in any one day shall be paid for at the rate of time and a half for the first four hours and double time thereafter, except when overtime is worked for the purpose of changing shift.

Traction-engines.

3. (a.) In the case of drivers of traction-engines, bush locomotives, or log-haulers, any employer of such may agree with his men that the hours of work shall be other than those hereinbefore provided without payment of overtime, but so that not less than the rate of wages hereinafter specified for drivers of traction-engines be paid to such drivers.

(b.) Owners of traction-engines, while the same are used in agricultural work or processes, may contract with their men for payment at tonnage or piecework rates irrespective of the hours worked on any day.

(c.) *Travelling-time.*—Drivers of road-rollers and traction-engines (other than those mentioned in clause 3 (a) and (b) hereof) shall, in cases where the place at which the work is to be performed is other than the employer's place of business and involves travelling for more than a mile and a half to reach such place, be paid at the ordinary rate of wages for the time reasonably occupied in proceeding to and from such place for the excess of such distance, reckoning the time occupied as being at the rate of three miles an hour.

Holidays.

4. (a.) Work done on New Year's Day, Easter Monday, Labour Day, the birthday of the reigning Sovereign, Christmas Day, Boxing Day, Good Friday, or Sundays shall be paid for at the rate of double time.

(b.) In the case of factories (including sawmills) the drivers of engines shall be entitled to the holidays given by any award or industrial agreement affecting the factory, or in cases where there is no award or industrial agreement affecting the same to any holiday generally observed in the factory whereby the same ceases to work. For work done on such holidays the rate of overtime shall be the rate (or relative rate) of overtime payable to workers governed by

such award or industrial agreement, but in no case less than time and a half.

(c.) Subclauses (a) and (b) of this clause shall not apply to any workers within the provisions of this award in respect of work required to be done in connection with the preparation of publication of any morning, afternoon, or evening newspaper, or to workers on shift-work.

(d.) Fourteen days' holiday per annum on full pay shall be granted to workers regularly engaged on seven shifts a week who have been so employed in the employer's service for a period of one year, and who are required to work regularly on the days specified in subclause (a) hereof. When any worker is discharged or leaves of his own accord before having served his employer for a full year he shall be paid for holidays to which he is entitled on a *pro rata* basis.

(e.) Seven days' holiday per annum on full pay shall be granted to workers regularly engaged on six shifts a week who have been so employed in the employer's service for a period of one year, and who are required to work regularly on the days specified in subclause (a) hereof. When any worker is discharged or leaves of his own accord before having served his employer for a full year he shall be paid for holidays to which he is entitled on a *pro rata* basis.

Wages.

5. The following shall be the minimum rates of wages to be paid to engine-drivers who are in charge of any boiler within the meaning of the Inspection of Machinery Act, 1908, and its amendments:—

(a.) Where the work that the engine-driver is employed to do requires that he shall hold a first-class certificate as a stationary-engine driver, and he is the holder of such a certificate, 16s. 4d. per day.

(b.) Where the work he is employed to do requires that he shall hold a second-class certificate as a stationary-engine driver, and he is the holder of such a certificate, 15s. 4d. per day.

(c.) For work requiring a traction or locomotive certificate for engines moving from place to place by their own motive power, 16s. 4d. per day.

(d.) Winding-engine drivers holding the required certificate, 16s. 4d. per day.

(e.) Firemen, 14s. 10d. per day; greasers, 14s. 10d. per day. Workers in charge of engines in respect of which no certificate is necessary shall be paid the rate provided for firemen.

(f.) Where any worker under this award is required to get up steam when starting work, or to bank fires when ceasing work, and this involves his working outside his ordinary working-hours, he shall be paid, in addition to the aforesaid wages, the sum of 1s. 6d. for each day on which he is so employed.

(g.) In country sawmills the rates of wages to be paid shall be 8d. per day additional to the foregoing rates, and the payment for getting up steam or banking fires under subclause (f) hereof shall be 1s. per day in lieu of the 1s. 6d. therein provided.

A "country sawmill" shall mean an establishment or any part of an establishment where logs are broken down and converted into timber.

Dirt-money.

6. When workers are required to enter flues for the purpose of cleaning them, or to chip and (or) clean the interior of boilers while such boilers are laid off for inspection or overhaul, they shall be paid 1s. 6d. extra each day or part of a day they are so employed.

Under-rate Workers.

7. (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.

Youths.

8. (a.) Nothing in this award shall apply to youths up to the age of eighteen years employed in firing or assisting in firing. This clause shall be read as expressly subject to the provisions of the Inspection of Machinery Act, 1908.

(b.) Youths employed as firemen shall be paid the following rates : Eighteen and under nineteen years of age, 11s. per day ; nineteen and under twenty years of age, 12s. per day ; firemen over twenty years of age shall be paid the minimum rate of wages prescribed in clause 5 (e) hereof.

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 1s. per week.

(c.) The employers shall, upon written request, supply to the secretary of the union at intervals of not oftener than three months, the names of any workers taken on during the period.

Exemptions.

10. The following persons, firms, and companies are exempted from the operation of this award, either wholly or to the extent and subject to the conditions hereinafter mentioned :—

(a.) The proprietors of all freezing-works, provided they continue to observe present conditions and file with the Clerk of Awards a statement of such conditions.

(b.) The proprietors of all dairy factories.

(c.) So long as the persons, firms, and companies hereinafter mentioned shall pay not less than the wages fixed by this award for any work coming within the scope hereof, and shall pay the overtime rates prescribed by clause 2 hereof for any work done by any worker in excess of forty-eight hours in any one week, they shall be exempted from all the other provisions of this award :

The Napier Hospital Board.

The Palmerston North Hospital Board.

The proprietors of private railways and tramways.

The Wanganui Borough Council (as to tramway power-house).

The Wanganui Harbour Board.

The Wellington Harbour Board.

The Wellington Hospital and Charitable Aid Board.

(d.) The Wellington City Council, in respect of its drainage-pumping station and milk-supply station, is exempted from the operation of this award on the following conditions, namely:—

- (1.) The work of the engine-drivers at the above stations to be ordinarily six shifts per week of eight hours each.
 - (2.) The wages for these stations to be considered on a weekly basis equivalent to six-and-a-half times the daily wage of a first-class stationary-engine driver prescribed in this award.
 - (3.) Annual leave to be twelve working-days on full pay, and no extra payment for work done on statutory or other holidays.
- (e.) When the wages of a worker coming within the apparent scope of this award have already been fixed by an award of this Court or by any industrial agreement this award shall not apply.

Shift-work.

11. (a.) Where two or more shifts are worked on seven days in a week a week's work shall not exceed seven shifts of eight hours each.

(b.) Workers who work seven shifts on seven days per week shall be paid 1s. per shift above the ordinary rates for all shifts so worked.

(c.) Workers who work six shifts per week shall be paid at ordinary rates for all such shifts worked, including Sundays and holidays, and an additional payment of 1½d. per hour whilst engaged on night shift between the hours of 8 p.m. and 4 a.m.

(d.) This clause shall apply only to industries regularly working seven days in each week for at least six months in each year.

Payment of Wages.

12. Where in any factory, works, or industry it is customary to pay wages at other than weekly intervals, workers coming within the scope of this award shall receive their wages in accordance with the general custom prevailing in the factory, works, or industry.

Scope of Award.

13. This award shall operate throughout the Wellington Industrial District.

Term of Award.

14. This award shall come into force on the 20th day of April, 1925, and shall continue in force until the 19th day of April, 1927.

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 8th day of April, 1925.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

This award embodies, without alteration, the recommendations of the Conciliation Council, which the parties agreed to accept.

[L.S.]

F. V. FRAZER, Judge.

(6236.) WELLINGTON INDUSTRIAL DISTRICT TRACTION, STATIONARY, AND LOCOMOTIVE ENGINE DRIVERS.—AMENDMENT OF AWARD.

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of the Wellington Industrial District Stationary, Traction, and Locomotive Engine Drivers' award, dated the 8th day of April, 1925, and recorded in Book of Awards, Vol. XXVA, p. 265.

Thursday, the 18th day of June, 1925.

IN pursuance and exercise of the powers conferred by section 92 of the Industrial Conciliation and Arbitration Act, 1908, and for the purpose of remedying a defect in the Wellington Industrial District Stationary, Traction, and Locomotive Engine Drivers' award, dated the 8th day of April, 1925, and recorded in Book of Awards, Vol. XXVA, p. 265, this Court, being of the opinion that it is just and equitable to amend the said award, doth hereby order that the said award be amended in manner following, that is to say:—

1. The Hawke's Bay County Council shall be struck out from the list of parties to the said award.
2. This order shall operate and take effect as from the day of the date hereof.

[L.S.]

F. V. FRAZER, Judge.

(8242.) WELLINGTON INDUSTRIAL DISTRICT TRACTION, STATIONARY, AND LOCOMOTIVE ENGINE DRIVERS.—ADDING PARTY TO AWARD.

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of the Wellington Industrial District Traction, Stationary, and Locomotive Engine Drivers' award, dated the 8th day of April, 1925, and recorded in Book of Awards, Vol. XXVA, p. 265.

Tuesday, the 16th day of June, 1925.

UPON reading the application of the union party to the Wellington Industrial District Traction, Stationary, and Locomotive Engine

Drivers' award, dated the 8th day of April, 1925, and recorded in Book of Awards, Vol. XXVA, p. 265, which application was filed herein on the 28th day of May, 1925, and upon hearing the duly appointed representatives of the said union and the undermentioned person, this Court doth order that the following be and he is hereby added as a party to the said award as from the day of the date hereof :—

Winlove, John, Timber-merchant, &c., Waipukurau.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

The Court was asked to add Messrs. J. H. Whittaker and Sons, of Wellington, as a party to the award. The application was opposed on the grounds (a) that the boiler and engine were small, and a certificated engine-driver was not required by law; (b) that the worker who acted as engine-driver was employed for only one-quarter of his time in that capacity, and was occupied with other work for the remainder of his time; and (c) that the boiler was now used principally in generating steam for heating purposes instead of for power purposes. After considering all the circumstances of the case we do not think that the firm should be added as a party to the award, so long as conditions remain as at present.

F. V. FRAZER, Judge.
