

(2272.) CHRISTCHURCH METAL-WORKERS' ASSISTANTS.—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 Canterbury Metal-workers' Assistants' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Andersons (Limited), 198 Lichfield Street, Christchurch.

Andrews and Bevan, Moorhouse Avenue, Christchurch.

Atkinson, T., Tuam Street, Christchurch.

Baker, —, Waltham, Christchurch.

Ball, —, Tuam Street, Christchurch.

Booth, Macdonald, and Co. (Limited), Carlyle Street, Sydenham.

Buchanan, R., St. Asaph Street, Christchurch.

Bowen, W., North Road, Papanui, Christchurch.

Bull, J. and F., Victoria Street, Christchurch.

Cooper and Duncan (Limited), Colombo Street, Christchurch.

Crawshaw and Co., 42 Oxford Terrace, Christchurch.

Crompton, T., Tuam Street, Christchurch.

Crown Ironworks Company, Manchester Street, Christchurch.

Danks, T., Lichfield Street, Christchurch.

Duncan, P. and D., (Limited), Tuam Street, Christchurch.

Edwards, H., Durham Street, Christchurch.

Freeborne, J., Spreydon, Christchurch.

Haecke, —, Rangiora.

Hitchings and Co., Malcolm Avenue, Christchurch.  
 Hepburn and Sons, St. Asaph Street, Christchurch.  
 Harvey, W., Waltham, Christchurch.  
 Hunt, —, Sydenham, Christchurch.  
 Johnston, J., Rangiora.  
 Lucas, F., Kilmore Street, Christchurch.  
 Marriott, T., 79 Ferry Road, Christchurch.  
 McArthur Bros., Belfast, Christchurch.  
 McLaren, W. A., and Co. (Limited), St. Asaph Street, Christchurch.  
 Petrie, J. and D., Spreydon, Christchurch.  
 Price and Son, Manchester Street, Christchurch.  
 Reid and Gray (Limited), Moorhouse Avenue, Christchurch.  
 Scott Bros. (Limited), Manchester Street, Christchurch.  
 Smith and Co., Manchester Street, Christchurch.  
 Smith and Co., Lyttelton.  
 Topliss Bros., Lincoln Road, Addington, Christchurch.  
 Waddell, T., St. Asaph Street, Christchurch.  
 Watters, T. J., Tuam Street, Christchurch.  
 Watson, Gavin, Durham Street, Christchurch.  
 Walker and Co., corner Gasworks, Waltham Road, Christchurch.  
 Williams and Mears, St. Asaph Street, Christchurch.  
 Werners (Limited), Doyleston, Christchurch.

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, 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 20th day of February, 1911, and shall continue in force until the 20th day of February, 1913.

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 15th day of February, 1911.

W. A. SIM, Judge.

---

SCHEDULE.

*Hours of Work.*

1. The recognized hours of work shall be forty-eight per week, made up as follows: Eight hours and three-quarters for the first five days of the week, and four and a quarter on Saturday. One hour to be allowed each day for meals except Saturday, if practicable.

*Night Workers.*

2. The hours for night workers to be similarly arranged in each establishment. One hour to be allowed each night for meals when two shifts are worked; when three shifts are worked, meal-time as may be found practicable.

*Wages.*

3. The following shall be the minimum rates of wages: Labourers, 1s. per hour; strikers, 1s. per hour; yardmen, 1s. per hour; fettlers, 1s. per hour; machinists, 1s. 1d. per hour.

4. Men employed as holders-up on all watertight work, furnacing, and flanging boiler-work shall be paid not less than 1s. 1½d. per hour; when this work is done on ships or steamers they shall be paid not less than 1s. 2d. per hour.

5. (a.) All furnacemen working cupola and annealing furnaces shall be paid at the rate of 1s. 1½d. per hour. This rate shall be paid to the annealing furnaceman during such times as he is employed firing up.

(b.) Furnacemen working steel-crucible furnaces shall be paid not less than 1s. 3d. per hour.

6. Workers under the age of twenty-one years shall be paid the following minimum rate of wages: Under and up to sixteen years, 10s. per week; sixteen to seventeen years, 15s. per week; seventeen to eighteen years, £1 per week; eighteen to nineteen years, £1 5s. per week; nineteen to twenty years, £1 10s. per week; twenty to twenty-one years, £2 per week.

7. All workers over the age of twenty-one years shall be paid not less than the rates hereinbefore provided.

*Dirt-money.*

8. (a.) *Ships*.—Any man employed at dirty work, such as under lower platform of engine-room, or in bilges, or in confined places about ship's boilers—that is to say, between ship's sides and boilers, or between bulkhead and back end of single-ended boilers—shall receive 1s. per day extra as dirt-money; youths so employed shall be paid 6d. per day extra. The "day" to mean any portion of the twenty-four hours a man may be employed at work.

(b.) *Ashore*.—Men employed outside the shop on dirty repair-work, either certificated to do by the foreman or the person or firm for whom the work is being done, shall receive 1s. per day extra as dirt-money, and youths so employed shall be paid 6d. per day extra for work under similar conditions.

*Overtime and Holidays.*

9. All time worked beyond the hours mentioned in clause 1 hereof shall be paid for as overtime at the rate of time and a quarter for the first two hours and time and a half afterwards. Each day shall stand by itself. All work done on Labour Day, New Year's Day, Easter Monday, King's Birthday, and Anniversary Day shall be paid for at the rate of time and a half; work done on Sunday, Good Friday, Christmas Day, and Boxing Day shall be paid for at double-time rates. These rates shall be paid to all workers of and over the age of nineteen years. For those up to the age of nineteen years the overtime rate shall be 9d. per hour. No overtime rate shall be charged for any necessary repairs to employers' plant and machinery in workshop caused by breakdown of machinery.

*Travelling-expenses for Country Work.*

10. Fare to be paid both ways, also living-expenses while on job; time to count from time of leaving the shop till return, but not more than eight hours shall be paid for travelling on any one day.

*Workmen unable to earn Minimum Wage.*

11. Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such less sum as shall from time to time be agreed upon in writing by a committee consisting of the secretary of the union and the employers affected, and if the said committee be unable to agree upon such sum, then the same shall be fixed by the Inspector of Factories for the industrial district, upon the application of the worker.

*Preference of Employment.*

12. In the engagement of his workers the employer shall have the right to engage any worker he chooses, provided that within one week from the date of his engagement the worker shall become a member of the union.

*No Discrimination.*

13. The employers in employing labour shall not discriminate against members of the union, and shall not, in the engagement or dismissal of their hands, nor in the conduct of their business, do anything for the purpose of injuring the said union, whether directly or indirectly. \*

*Scope of Award.*

14. This award shall apply only to employers carrying on business within a radius of thirty miles from the Chief Post-office in the City of Christchurch.

*Term of Award.*

15. This award shall come into force on the 20th day of February, 1911, and shall remain in force until the 20th day of February, 1913.

In witness whereof the seal of the Court of Arbitration hath been hereto put and affixed, and the Judge of the Court hath hereunto set his hand, this 15th day of February, 1911.

W. A. SIM, Judge.

---

MEMORANDUM.

This award embodies, without alteration, the recommendation of the Conciliation Council, which the parties agree to accept.

W. A. SIM, Judge.

---