

7. Preference of employment to be given to union men, provided they are equally qualified with non-members to do the work; the union to keep an employment-book in a notified place, and such book is to be open to the inspection of the employers.

An industrial agreement embodying the above conditions to be entered into on or before the 7th June, 1899, and to operate for a period of two years, expiring the 7th June, 1901.

The Clerk of Awards, Christchurch.

I have, &c.,

A. H. TURNBULL, Chairman.

DUNEDIN WHARF-LABOURERS.

In the matter of "The Industrial Conciliation and Arbitration Act, 1894," and in the matter of a dispute between the Dunedin Wharf-labourers' Industrial Union of Workmen and certain employers.

The Conciliation Board for the Industrial District of Otago, having received the necessary proofs establishing its jurisdiction in the above matter, and having heard the parties and considered the evidence, hereby recommends as follows:—

That the parties to the said dispute enter into an industrial agreement for a term of two years from the 23rd day of May, 1899, such agreement to contain the following provisions:—

1. *Wages.*—For all classes of work performed between the hours of 8 a.m. and 5 p.m. the rate of wages shall be 1s. 3d. per hour. Loading or discharging coals or coaling ships' bunkers between the hours of 8 a.m. and 5 p.m. shall be paid for at the rate of 1s. 6d. per hour, except when loading bunker-coal in bags, when coal to be treated as other cargo; when, however, the bags are carried by men, 1s. 6d. to be the rate.

2. *Overtime.*—All work done between the hours of 5 p.m. and 8 a.m. shall be considered as overtime, and shall be paid for at the rate of 2s. per hour. Overtime rate to be paid for all work done on Sundays, public holidays, and meal-hours. The meal-hour to be from 12 to 1 o'clock midday.

3. *Holidays.*—Statutory holidays to be New Year's Day, Good Friday, Queen's Birthday, Labour Day, Christmas Day, and Boxing Day. In the event of any of these days falling on a Sunday, working on a day on which the holiday is proclaimed or recognised shall be considered overtime.

4. *Regularity of Meals.*—No person shall be employed for a longer period than five hours during the day without an interval for a meal. The five hours to commence as from 7 a.m. to 12 noon, and from 1 p.m. to 6 p.m. When night-work is to be extended after midnight, one hour for supper shall be allowed between 10 and 11 p.m.; when working all night, an interval shall be allowed for refreshment between supper-hour and 8 a.m.

5. *Payment for Waiting.*—In the event of men being told off to start work at any vessel between the hours of 5 p.m. and 8 a.m., and the vessel not commencing work at the time ordered, the men so situated are to receive half-time for the period they are in waiting after the first hour has expired, for which no payment is to be made.

6. *Unnecessary Sunday-work.*—In the event of a vessel starting work at midnight on Sunday, or before 8 a.m. on Monday, the men to be told off on Saturday, and not on the arrival of a boat on Sunday. If any uncertainty exists as to the time of starting, a notice to be posted on the corner or at the Sailors' Rest.

7. Employers in employing labour shall not discriminate against members of the union. Members of the union shall work in harmony with non-union men.

23rd May, 1899.

FREDK. CHAPMAN, Chairman.

DUNEDIN PAINTERS.

In the matter of "The Industrial Conciliation and Arbitration Act, 1894," and in the matter of a dispute between the Dunedin Painters' Industrial Union of Workers and certain employers.

The Conciliation Board for the Industrial District of Otago, having received the necessary proofs establishing its jurisdiction in the above matter, and having heard the parties and considered the evidence, hereby recommends as follows:—

That the parties to the said dispute enter into an industrial agreement for a term of two years from the 23rd day of May, 1899, such agreement to contain the following provisions:—

1. *Hours of Employment.*—The recognised hours of employment shall be from 8 a.m. to 5 p.m. on five days of the week, and from 8 a.m. to 12 noon on Saturdays; one hour to be allowed each day for dinner (Saturdays excepted) from the 1st August to the 31st May, and from the 1st June to the 31st July one half-hour for dinner, and leave off work at 4.30 p.m. Saturdays, 8 a.m. till 12 noon.

2. *Rate of Wages.*—All journeymen working at any branch of the trade for any employer shall be paid not less than 1s. 2d. per hour, but any workman who is not considered capable of earning the minimum wage shall be paid such less sum as shall from time to time be agreed upon in writing between such workman and the president and secretary of the union, and, in default of such agreement, as shall from time to time be fixed in writing by the Chairman of the Conciliation Board, upon the application of the workman, upon twenty-four hours' notice to the secretary of the union, who shall have an opportunity of being heard by the Chairman.

3. *Overtime.*—All time worked by any journeyman or improver beyond the time mentioned in "Hours of Employment" or on holidays shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first four hours, and time and a half afterwards, on any day except Good Friday, Christmas Day, and Sundays, which shall be paid for at the rate of double time.

4. *Holidays.*—Holidays to be observed: 1st and 2nd January, Easter Monday, Queen's Birthday, Labour Day, Prince of Wales's Birthday, and Boxing Day.

5. *Suburban and Country Jobs.*—All men sent to a country job shall be conveyed or have their travelling-expenses paid, and their time paid for going and returning, and an addition of 1s. 6d. per day to their wages when the distance or agreement necessitates the expense of lodging. The limit of men walking to their work shall be one mile and a half from their employer's place of business; beyond that distance, conditions as above to apply.

6. *Apprentices.*—All apprentices shall serve five years to the trade, and shall be properly taught the same by their employers. For the purpose of determining the proportion of apprentices to journeymen the calculation shall be based on a two-thirds full time for six months previous for the average of journeymen employed, such time to be taken from employers' time-books. This clause not to affect existing apprentices. Each employer to be allowed one apprentice to the first three journeymen or part thereof, and one additional apprentice to every three additional journeymen or part thereof. Should an employer from any unforeseen cause be unable to carry out his obligations to his apprentice it shall be allowable for the apprentice to complete his term with another employer, but such employer already having his full complement of apprentices shall not be allowed to take on more than one such extra apprentice.

7. *Union Men to have Preference.*—Employers shall employ members of the Dunedin Painters' Union or other painters' union properly constituted under "The Conciliation and Arbitration Act, 1894," in preference to non-members. The union to keep in a convenient place a book of unionists out of employment, together with their qualifications, a note to be made when any of the workmen obtain employment. The executive of the union to use their best endeavours to verify all the entries; the book to be open between 8 a.m. and 5 p.m. to all employers. In case of the failure of the union to keep such book, the employer to be at liberty to employ other than members of the union. Notice to be given by advertisement in the Dunedin daily papers of the place where such book is kept.

8. No members of the Dunedin Painters' Industrial Union shall take employment at any branch of the trade except from master painters who are parties to this agreement; but this shall not prevent a member from working for any company or corporate body habitually employing men solely to paint its own property.

9. *Improvers.*—For a period of twelve months from this date master painters may employ improvers who are members of the Dunedin Painters' Union in the following rates: One improver to the first two journeymen, and one additional improver to every four additional journeymen. A joint committee of three employers and three members of the Dunedin Painters' Union be set up for the purpose of fixing improvers' rates of wages.

23rd May, 1899.

FREDK. CHAPMAN.