

having heard the witnesses called by and on behalf of the said Hal Goodacre, and examined and cross-examined by the said parties respectively, doth hereby award that, as between the Workmen's Union and the members thereof, and the said Hal Goodacre as an employer of journeymen bootmakers, the terms, conditions, and provisions set out in the schedule hereto shall be binding upon the Workmen's Union and every member thereof, and upon the said Hal Goodacre, and shall be deemed to be incorporated in and to form part of this award. And that the Workmen's Union and every member thereof and the said Hal Goodacre shall respectively do, observe, and perform every matter and thing by the said terms, conditions, and provisions on the part of the Workmen's Union and the members thereof, and on the part of the said Hal Goodacre, respectively required to be done, observed, and performed, and shall not do anything in contravention of the said terms, conditions, and provisions, but shall in all respects abide by the same.

And this Court doth further order that this award shall take effect from the 24th day of July, 1899, and shall continue in force until the 1st day of September, 1900. And this Court doth further order that a duplicate of this award shall be filed in the office of the Supreme Court of New Zealand, Northern District, at New Plymouth.

In witness whereof the seal of the Court of Arbitration of New Zealand hath been hereunto affixed, and the President of the said Court hath hereunto signed his hand, this 18th day of July, 1899.

W. B. EDWARDS, President.

*The Schedule before referred to.*

1. *General Rules.*—Subject to rule 2, it is hereby declared as follows: (a.) It is the individual right of the employer to decide who he shall employ or dismiss. (b.) It is the individual right of the workman to accept or refuse work from any employer.

2. Employers shall employ members of the Workmen's Association in preference to non-members, provided there are members of the Workmen's Association who are equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it. When non-members are employed there shall be no distinction between the members and non-members; both shall work together in harmony, and both shall work under the same conditions and receive equal pay for equal work. Any dispute under this rule shall be decided by the Chairman of the Conciliation Board under the Industrial Conciliation and Arbitration Act in the district in which such dispute shall arise; or if he shall be unable or unwilling to act, then by some person nominated by him, not being connected with the trade and not being a manufacturer or employer in any trade.

3. These rules and conditions shall apply to the clicking, benching, finishing, and machinery departments.

4. It is the manufacturer's right to introduce whatever machinery he deems necessary or his business may require. If a division or subdivision of labour is required for the purpose of working such machinery, such division or subdivision shall be allowed subject to the minimum wage. Weekly hands may be employed in connection with machinery subject to payment of the minimum wage hereinafter provided. No restriction shall be put upon the output of any machine or the method of working such machine.

5. (a.) Every employer is entitled to the fullest control over the management of his factory, and to make such regulations as he deems necessary for time-keeping and good order. (b.) Every manufacturer shall be at liberty to pay either the recognised piecework rates or weekly wages not being less than the minimum hereinafter provided. Provided that in the slack seasons weekly hands and pieceworkers employed on the same class of work shall start and cease working at the same hour. Provided also that where pieceworkers and weekly hands are employed together the work shall be fairly distributed between the weekly hands and the pieceworkers, but this shall not apply to machinery or to work executed by means of or in connection with machinery. (c.) There shall be no restriction in the employment or wages of hands engaged by the week when the wages are satisfactory to the employer and employed, subject to the recognised minimum, and any person shall be at liberty to arrange with his employer to work on the weekly-wage system.

6. For all purposes of this statement the classification of uppers shall be decided by the vamp or golosh, except for slippers and canvas work.

7. Employers shall find all grindery, workshops, light, &c., and serve out all colours and material used in connection with the trade.

8. All work on the statement embodied in rule 26 shall be performed in the factory or workshops only, except when permits to work at home are granted to workmen for special reasons. Such permit shall be obtained from the Chairman of the Conciliation Board of the district in which the question shall arise, or, until there shall be such Chairman, from the Stipendiary Magistrate for the district.

9. The various departments shall be classified as follows: (1) The clicking department, consisting of clickers; (2) the benching department; (3) the finishing department; (4) the machinery department, consisting of operatives employed in working machinery in connection with benching or finishing.

10. The recognised regular hours of work shall be fixed by each employer, and shall be between the hours of 8 a.m. and 6 p.m. on five days of the week, and 8 a.m. to 12 noon on the recognised factory half-holiday, subject to forty-eight hours being considered a full week. Beyond this overtime rates must be paid. Should a public holiday intervene, the time lost through such holiday shall be deducted from the forty-eight hours, and not from the overtime. Any time lost by any workman in any one week shall be deducted from any overtime worked by him during that week before he shall be paid overtime rates.

11. No employer employing workmen at weekly wages shall (except as herein provided) pay to any such workman any less sum than 10d. for each and every hour worked.

12. For weekly wages: All overtime shall be paid for as time and a quarter. For piecework: Threepence per hour above the prices hereinafter mentioned shall be paid for all piecework worked by overtime.

13. Instructors for apprentices shall be paid not less than £2 10s. per week. No instructor shall be allowed to receive any commission out of the earnings of the boys under his charge. Clickers, benchers, or finishers in charge of any machine and filling up their time at their branch of the trade shall be paid not less than £2 per week.

14. In case of men who are not capable of commanding the minimum wage, they may refer their case to the Chairman of the Board of Conciliation for the district in which the question arises, who shall deal with it, and whose decision shall be final. Until there shall be such Chairman, any such case may be referred to and determined by the Stipendiary Magistrate's Court for the district.

15. (a.) All apprentices shall serve for a term of five years. (b.) The proportion of apprentices to journeymen in the several branches of the trade shall be as follows, and no greater: Clicking department—One apprentice to every three men or fraction of the first three. Benching department—One apprentice to every four men or fraction of the first four. Finishing department—One apprentice to every four men or fraction of the first four. Machinery department—One apprentice to every three men or fraction of the first three. (c.) For the purpose of determining the proportion of apprentices to journeymen a given number of men must have been employed in any shop or factory for six months equal to two-thirds full time. (d.) For the purpose of determining the proportion of apprentices who may be employed in the machinery department, all branches of the trade to which this award applies in which machinery is used shall be treated as one department. (e.) The preceding rules are not to interfere with the engagements of present apprentices, but no new apprentice shall be taken by any employer until the number of apprentices employed by him shall be reduced to the proportions herein provided. (f.) Employers' sons shall not be restricted by the foregoing rules.

16. All soles for riveted work shall be pricked before being given out to the benchmen.

17. The ground-work for all bottoms made by benchmen shall consist of one colour only; ink excepted.

18. The ground-work for all bottoms made by finishers shall be one colour only.

19. The base or ground-work for all classes shall be riveted.

20. Bottoms on plain work may be filed either by benchers or finishers.

21. Every benchman shall file tips and toe-plates clean on all first- and second-class work on which he makes the bottoms, and tip and toe-plate nails only on all third- and fourth-class where he makes the bottoms, filing tips and toe-plates where no bottoms are made by benchmen. Tips and toe-plate nails, 4d. per pair.