

Edwards and Embury, boot-manufacturers, agree to observe and perform every matter and thing by the said terms, conditions, and provisions as contained in the said attached statement of wages and conditions of labour, 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 industrial agreement shall continue in force until the 1st day of September, 1900.

EDWARDS AND EMBURY.

Signed on behalf of the Wellington Operative Bootmakers' Industrial Union of Workers—

(Seal.)

ROBERT E. VANEY.

This agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," this 18th day of August, 1899, between the Wellington Operative Bootmakers' Industrial Union of Workers and J. Morris, whereby the members of the said union agree to carry out, abide by, and be bound by the terms, conditions, and provisions set forth in an award of the Court of Arbitration of New Zealand, Otago and Southland District, dated the 9th day of September, 1898, a copy of which is hereunto attached; and the said J. Morris, boot-manufacturer, agrees to observe and perform every matter and thing by the said terms, conditions, and provisions as contained in the attached statement of wages and conditions of labour, 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 industrial agreement shall continue in force until the 1st September, 1900.

J. MORRIS.

Signed on behalf of the said Wellington Operative Bootmakers' Industrial Union of Workers—

(Seal.)

ROBERT E. VANEY.

This agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," this 31st day of August, 1899, between the Wellington Operative Bootmakers' Industrial Union of Workers and J. B. Hulbert, whereby the members of the said union agree to carry out, abide by, and be bound by the terms, conditions, and provisions set forth in an award of the Court of Arbitration of New Zealand, Otago and Southland Industrial District, dated the 9th day of September, 1898, a copy of which is hereunto attached; and the said J. B. Hulbert, boot-manufacturer, agrees to observe and perform every matter and thing by the said terms, conditions, and provisions as contained in the said attached statement of wages and conditions of labour, 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 industrial agreement shall continue in force until the 1st day of September, 1900.

J. B. HULBERT.

Signed on behalf of the Wellington Operative Bootmakers' Industrial Union of Workers—

(Seal.)

ROBERT E. VANEY.

SEAMEN'S DISPUTE.

Re Industrial Disputes between the New Zealand Federated Seamen's Union and the Union Steamship Company and Mr. Keith Ramsay respectively.

At the adjourned hearing of this dispute on the 21st September, 1899, the Board made the following amendments to their recommendations:—

1. The word "greasers" was inserted after the word "firemen" in clause 5.
2. The words "or by sea-watches as circumstances require" were inserted after the words "as above" in clause 9.
3. In clause 14, (b), the words "after 5 p.m." were struck out, and the words "between 5 p.m. and 7 p.m." substituted.

4. The following clause defining the scope of the recommendations was added:—

"The Board, so far as regards its formal recommendation, limits its application so that it binds the shipowner in so far only as respects ships owned or chartered by it which trade within the limits of the Industrial District of Otago and Southland, or which trade in some trade one of the terminal ports of which is within the limits of the said industrial district, excluding, however, such vessels as are within the award of the Court dated the 29th day of June, 1899; but would prefer to see both parties agree to extend its operation to all vessels other than such last-mentioned vessels being or trading on the coast of New Zealand, or trading between New Zealand and the Australian Colonies or New Zealand and the islands of the Pacific, and desires that the parties will confer and consider this."

OCTOBER, 1899.

The following is an agreement made between the Dunedin Tinsmiths and Sheet-metal Workers' Union and employers:—

AGREEMENT between the Dunedin Tinsmiths and Sheet-metal Workers' Union and the Employers whose Names are attested at the End of the Agreement.

This agreement, made in pursuance of the Industrial Conciliation Act, this 1st day of October, 1899, between the said employers (hereinafter called "the employers"), of the one part, and the Dunedin Tinsmiths and Sheet-metal Workers' Union, an industrial union registered under the said Act (hereinafter called "the union"), of the other part, witnesseth that it is hereby mutually agreed between the said employers and the said union as follows:—

1. Forty-eight hours shall constitute a week's work; work shall cease on Saturday at 12.30 p.m.
2. Only two classes of labour shall be recognised—viz., journeymen and apprentices.
3. Piecework shall not be permitted.
4. Except as hereinafter provided, the minimum rate of wages of journeymen shall be 9s. per day of eight hours.
5. Any workman who considers himself not capable of earning the minimum wage may be paid such less sum (if any) as shall from time to time be agreed upon in writing between such workman, the chairman and secretary of the union, and the employer; or, in default of such agreement, as shall be fixed in writing by the Chairman of the Conciliation Board for the industrial district upon the application of such workman, after twenty-four hours' notice to the secretary of the union, who shall (if desired by him) be heard by such Chairman on such application.
6. All time worked beyond the hours hereinbefore mentioned shall be considered overtime, and shall be paid for at the following rates: From 6 p.m. to 9 p.m., time and a quarter; from 9 p.m. to 8 a.m., time and a half. Time and a half shall be paid for all work done after 1 p.m. on Saturdays; and also on the following days time and a half shall be paid for all work done: Christmas Day, Boxing Day, Good Friday, Easter Monday, New Year's Day, Labour Day, Anniversary Day, and the birthdays of the reigning Sovereign and the Prince of Wales.
7. Apprentices shall serve an apprenticeship of six years.
8. All apprentices, whether now serving an apprenticeship or not, shall be paid as follows: They shall be paid during the first year of their apprenticeship the sum of 5s. for each and every week, with an increase of 2s. 6d. per week at the commencement of the second year. At the commencement of each subsequent year the increase shall be 5s. per week.
9. The proportion of apprentices to journeymen shall be one to every three journeymen or fraction thereof. An extra apprentice shall be allowed as soon as the previous one has served three years of his term of apprenticeship.
10. For the purpose of determining the proportion of apprentices to journeymen, the journeymen taken into account must have been employed by the employer in the establishment in which such apprentices shall be taken for the preceding six calendar months for at least two-thirds of full time.
11. Any workmen employed upon work outside his employer's place of business shall be paid for his time in travelling to and returning from such work, and shall also be paid any travelling-expenses necessarily incurred by