

11. *Brushing Headings.*—Shift wages to be paid when brushing headings.
  12. *Helpers.*—In headings where four or more bords or places are working a helper shall be supplied by the company. Where there are less than four places being worked the men shall receive extra rates for every three boxes proportionate to the loss sustained through the helper being taken away.
  13. *Places where Piece Rates fixed.*—No coal shall be worked on shift wages in places where piece rates have been fixed except by special arrangement between the mine-manager and the local committee of the Workers' Union.
  14. *Number of Workmen.*—No more than two workmen shall be employed in one place on the same shift unless special arrangement has been made with regard to prices between the mine-manager and the local committee of the union.
  15. *Hours.*—Hours shall be eight hours per shift at the face.
  16. *Saturday Half-holiday.*—Saturday shall be a half-holiday when the mine has worked three full days previously in the same week.
  17. *Idle Days.*—The horn shall be blown at 8.30 p.m. when the manager knows for certain that the next day will be an idle day.
  18. *Timbering Work.*—Any timbering work required to be done shall be paid for by shift wages.
  19. The company shall cut all timber to the lengths required by the workmen and place it in the working-places.
  20. *Hot Places.*—Hot places shall be fairly distributed so that no workman shall be required to perform an undue proportion of work therein.
  21. *Truckers' Wages.*—Truckers over nineteen years of age shall be paid not less than 7s. per day when employed by the day, and truckers under nineteen years of age shall be paid not less than 5s. per day when employed by the day, but a special wage less than the wage above mentioned may be fixed for any trucker by agreement between the mine-manager and the local committee of the Workers' Union.
  22. *Matters not provided for.*—Any matter not provided for in this award may be settled by agreement between the company and the local committee of the Workers' Union.
  23. *Preference of Unionists.*—If and after the Workers' Union shall so amend its rules as to permit any person of good character and sober habits now employed as a miner in this industrial district, and any other person now residing or who may hereafter reside in this industrial district and who is of good character and sober habits, and who is a competent miner, to become a member of such union upon payment of an entrance-fee not exceeding 5s., and of subsequent contributions, whether payable weekly or otherwise, not exceeding 6d. per week, upon a written application of the person so desiring to join the Workers' Union, without ballot or other election, and shall give notice of such amendment, with a copy thereof, to the company, then and in such case and thereafter the company shall employ members of the Workers' Union in preference to non-members, provided that there are members of the union equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it: Provided that this clause shall not interfere with engagements subsisting between the company and non-unionists at the time when such amendment as aforesaid shall be made and notice thereof shall be given to the company as aforesaid, but that the company may continue to employ any miner then actually employed by the company as theretofore, although such miner may not be a member of the Workers' Union, and although such miner may, from want of trade or otherwise, be from time to time not actually employed in the mine.
  24. Until compliance by the Workers' Union with the conditions of the last clause the company may employ miners whether members of the Workers' Union or not, but the company shall not discriminate against members of the Workers' Union, and shall not, in the employment or dismissal of men or in the conduct of the mine, do anything for the purpose of injuring the Workers' Union, whether directly or indirectly.
  25. When members of the Workers' Union and non-members are employed together there shall be no distinction between members and non-members, and both shall work together in harmony, and shall receive equal pay for equal work.
  26. So soon as the Workers' Union shall perform the conditions entitling the members of the union to preference under the foregoing clauses the Workers' Union shall keep, in some convenient place in Kaitangata, a book, to be called the "employment-book," wherein shall be entered the names and exact addresses of all members of the Workers' Union who shall from time to time be desirous of obtaining employ with the company, and the names, addresses, and occupations of all persons by whom such member of the Workers' Union shall have been employed during the preceding two years. Immediately upon any such member of the Workers' Union ceasing to desire employ with the company a note thereof shall be entered in such book. The executive of the Workers' Union shall use their best endeavours to verify the entries contained in such book, and the Workers' Union shall be answerable as for a breach of this award in case any entry therein shall be wilfully false to the knowledge of the executive of such union, or in case the executive of such union shall not have used reasonable endeavours to verify the same. Such book shall be open to the company and to its servants, without fee or charge, at all hours between 8 a.m. and 5 p.m. on every working-day. If the Workers' Union fail to keep the employment-book in manner provided by this clause, then and in such case and so long as such failure shall continue the company may employ any person or persons, whether a member of the union or not, to perform the work required to be performed, notwithstanding the foregoing provisions. Notice shall be given by the union to the company in writing of the place where such employment-book is kept, and of any change in such place.
- The foregoing paragraphs numbered from 1 to 26, both inclusive, embody the terms, conditions, and provisions referred to in the foregoing award, and thereby declared to be incorporated in and to form part thereof.
- In witness whereof the seal of the Court of Arbitration of New Zealand hath been hereunto affixed, and the President of the Court hath hereto set his hand, this 30th day of November, 1899.

W. B. EDWARDS, J., President.

#### JANUARY, 1900.

The following are the recommendations of the Canterbury Conciliation Board in the disputes between Rangiora Branch, Canterbury Carpenters' Union, and employers; New Zealand Federated Boot Trade Union and employers; and the Christchurch United Tramway and Livery Stables Grooms and Drivers' Union and employers; of the Otago Conciliation Board in dispute between Otago Coal-miners' Union and certain employers in Green Island district; and the awards of the Court of Arbitration in the following disputes: Reefion Gold-miners, Rangiora carpenters and joiners, Christchurch carpenters and joiners, Christchurch bakers and pastrycooks, and Christchurch plumbers and gasfitters; also an agreement between the New Zealand Federated Boot Trade Industrial Association of Workmen and the New Zealand Boot-manufacturers' Union of Employers.

#### RANGIORA CARPENTERS.

SIR,—

Board of Conciliation (Canterbury District), Christchurch, 4th November, 1899.

No. 217.—Canterbury Carpenters and Industrial Union, Rangiora Branch (No. 2), and C. Blake and others:

The Board's recommendation in the above case is, "That the award hitherto in existence be renewed for a period ending the 1st August, 1901, and that an industrial agreement embodying the above conditions be entered into on or before the 14th November, 1899."

The Clerk of Awards, Supreme Court, Christchurch.

I have, &c.,

A. H. TURNBULL, Chairman.