

the "employment-book," wherein shall be entered the names and exact addresses of all members of the Workers' Union for the time being out of employ and desirous of obtaining employment, with a description of the branch of mining employment in which each such person claims to be proficient, and the names, addresses, and occupations of every company or person by whom any such member of the Workers' Union has been employed during the preceding nine calendar months. Immediately upon any such member of the Workers' Union obtaining employment, or ceasing to desire employment, 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 the Workers' Union, or in case the executive of the union shall not have used reasonable endeavours to verify the same. Such book shall be open to each of the companies and to the servants of each of them at all hours between 9 a.m. and 5 p.m. on every working-day except Saturday, and on that day between 9 a.m. and noon. If the Workers' Union should 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 companies or any of them may employ any person or persons, whether a member of the Workers' Union or not, to perform the work required to be performed, notwithstanding the foregoing provisions. Notice shall be given by the Workers' Union to each 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 14, 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 hath been hereto affixed, and the President of the Court hath hereto set his hand, this 20th day of January, 1900.

W. B. EDWARDS, J., President.

Memorandum.—With reference to the application of Mr. McNeill to add to the award, in the case of the Inangahua Miners' Industrial Union of Workers v. the Consolidated Goldfields of New Zealand and other mining companies at Reefton, a clause providing for shorter hours upon Saturday for surface labour, I have to say that, apart from other objections, I do not see my way to agree to such a clause unless there was a corresponding diminution of the wages. I am unable to see that surface labour in connection with mines places those engaged in it in a worse position than those engaged in surface labour of any other description, and the reasons which, in my opinion, are cogent for allowing the miners who work underground a special concession in this respect do not apply to surface labour. Wherever this Court has provided for shorter hours upon Saturdays in connection with surface labour there has been a diminution of the wages, and I could not see my way to depart from that principle in the present case. Moreover, the intimation made by the Court, in consequence of which the companies agreed to a conference between the members of the Court and a representative for each party, was that the Court did not see its way either to raise or to reduce wages. To give shorter hours upon Saturday at the same wage would be to increase the wage, and for this reason also I could not see my way to adopt the demand of the union in this respect.

W. B. EDWARDS, President.

Reefton, 20th January, 1900.

RANGIORA CARPENTERS.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of "The Industrial Conciliation and Arbitration Act, 1894," and the amendments thereof; and in the matter of an industrial dispute between the Rangiora Branch (No. 2) of the Canterbury Carpenters and Joiners' Association (hereinafter called "the association") and Charles Blake, of Waikari; Edward Rodgers, of Amberley; James Harris, of Amberley; Thomas Osborne, of Amberley; Colin Shilton, of Woodend; John Wilson, of Sifton; Alfred Pearce, of Kaiapoi; and Henry Cook, of Rangiora, all of whom are employers of journeymen carpenters and joiners or are master carpenters, and all of whom are hereinafter collectively referred to as "the employers."

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 association by its representatives duly appointed, and none of the employers appearing either personally or by representative, doth hereby order and award that, as between the association 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 association 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 association 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 observe and perform the same: And this 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 of any such breach: Provided, however (as provided by the 3rd section of "The Industrial Conciliation and Arbitration Act Amendment Act, 1898"), that the aggregate amount of penalties payable under or by virtue of this award shall not exceed the sum of £500: And the Court doth further order that this award shall take effect from the 23rd day of December, 1899, and shall continue in force up to and until the 1st day of August, 1901: And the Court doth lastly order that each of the employers above named shall pay to the association in respect of its costs of the reference the sum of 5s.

In witness whereof the seal of the Court of Arbitration of New Zealand hath been hereto affixed, and the President of the Court hath hereto set his hand, this 17th day of January, 1900.

(L.S.)

W. B. EDWARDS, J., President.

The Schedule referred to by the Foregoing Award.

1. *Wages.*—The minimum rate of wages for a tradesman competent for the work in which he is employed shall be 10s. per day.

2. Men who are considered to be unable to earn the minimum wage shall be paid such lesser sum, if any, as the committee of employers and workmen, if such should be established, shall agree upon, or otherwise it shall be fixed by the Chairman of the Board of Conciliation.

3. *Hours.*—Forty-four hours shall constitute a week's work. All time-work beyond eight hours on the first five working-days of the week and four hours on Saturday, also holidays—namely, New Year's Day, Good Friday, Easter Monday, Queen's Birthday, Arbor Day, Prince of Wales's Birthday, Christmas Day, and Boxing Day—shall be paid for at the rate of time and a quarter for the first four hours and time and a half afterwards.

4. *Country Work.*—All men sent to a country job shall be conveyed or have their travelling-expenses and their time paid for going and returning, and an addition of 10 per cent. to their wages when the distance necessitates lodging; but where board and lodging are provided by the employer the 10 per cent. is not to apply.

5. *Suburban Work.*—The suburban limit for men walking to their work shall be two miles from their employers' yard. The time-limit for men being driven to work shall be 7.30 a.m. at the shop; beyond that distance rule 4 to apply.

6. *Preference of Unionists.*—Employers shall employ members of the association in preference to non-members, provided that the members of the association are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it.

7. Where non-members are employed there shall be no distinction between members and non-members, and both shall work together in harmony, and receive equal pay for equal work.