

10. *Allowance for Country Work.*—When the distance requires journeymen employed upon country work to sleep away from their homes an additional allowance of 15 per cent. upon the amount of their wages for the time so occupied shall be paid to them, and their employers shall also provide them with tents, or other suitable sleeping-accommodation.

11. *Allowances to Apprentices.*—When apprentices are employed upon country work their employers shall provide them with suitable board and lodging at the expense of such employers.

12. *Sharpening Tools.*—On all outside jobs the employers shall afford facilities for sharpening tools, and a suitable place properly secured for the safety of the journeymen's tools.

13. *Sanitary Conveniences.*—The employers shall also provide necessary sanitary conveniences for their journeymen.

14. *Time for putting Tools in Order.*—When men who have been employed for not less than one week are discharged, two hours shall be allowed to them to put their tools in order.

15. *Payment of Wages.*—Wages shall in all cases be paid weekly, and in money, and, when not paid at the place where the work is in the course of being performed, the time occupied by the journeymen in walking to the place of payment and in waiting for payment shall be paid for at ordinary rates: Provided that such time shall not be paid for when two men or less are employed upon any job.

16. *Apprentices.*—No limitation shall be put upon the number of apprentices. Apprentices shall serve an apprenticeship of five years, and shall be legally indentured: Provided that apprentices who, on the 1st day of August, 1899, were serving an apprenticeship without indentures may complete such apprenticeship; but it shall be incumbent upon the employers with whom such apprentices were so serving to give notice in writing within one calendar month from the date of this award of the name of each such apprentice, and of the period when his service began and when it is to end.

17. *Wages of Apprentices.*—The wages to be paid to apprentices shall be: During the first year of the apprenticeship not less than 5s. for each week, during the second year not less than 10s. for each week, during the third year not less than 15s. for each week, during the fourth year not less than £1 for each week, and during the fifth year not less than £1 5s. for each week. Such wages shall be paid to all apprentices, whether serving an apprenticeship at the time of the making this award or not, and whether indentured or not.

19. *Preference of Unionists.*—If and after either of the Workers' Unions shall so amend its rules as to permit any person of good character and sober habits now employed in the trade in this industrial district, and any person who may hereafter reside in this industrial district who is of good character and sober habits, and who is a competent journeyman, to become a member of such union upon payment of an entrance-fee not exceeding 5s., and of subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, upon a written application of the person so desiring to join such union, without ballot or other election, and shall give notice in writing of such amendment, with a copy thereof, to the Employers' Union, and shall also publish a notice of such amendment, with a copy thereof, in the *Lyttelton Times*, and also in the *Press*, newspapers published at the City of Christchurch, then and in such case and thereafter employers shall employ members of one or other of the Workers' Unions in preference to non-members, provided that there are members of either union equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it.

20. *No Discrimination.*—Until compliance by one or other of the Workers' Unions with the conditions of the last clause employers may employ journeymen whether members of either of the Workers' Unions or not, but no employer shall discriminate against the members of either of the Workers' Unions, and no employer shall, in the employment or dismissal of journeymen or in the conduct of his business, do anything for the purpose of injuring either of the Workers' Unions, whether directly or indirectly.

21. *Unionists and Non-unionists to work in Harmony.*—When members of the Workers' Unions or of either of them and non-members are employed together there shall be no distinction between members and non-members, and both shall work together in harmony, and receive equal pay for equal work.

22. *Employment book.*—So soon as either of the Workers' Unions shall perform the conditions entitling the members of the Workers' Unions to preference under the foregoing clauses, and at all times thereafter, each of the Workers' Unions shall keep in some one convenient place, to be agreed upon between such Workers' Unions, within one mile from the Chief Post-office in the City of Christchurch, a book, to be called the "employment-book" of the union keeping the same, wherein shall be entered the names and exact addresses of all the members of the union keeping such book who are for the time being out of employ, and the names, addresses, and occupations of every employer by whom such member of such union shall have been employed during the preceding nine calendar months. Immediately upon any such journeyman obtaining employment a note thereof shall be entered in such book. The executive of the Workers' Union keeping each such book shall use their best endeavours to verify the entries contained in such book, and shall be answerable as for a breach of this award in case any entry therein shall be wilfully false to their knowledge, or in case they shall not have used reasonable endeavours to verify the same. Each such book shall be open to every employer, without fee or charge, at all hours between 8 a.m. and 5 p.m. on every working-day except Saturday, and on that day between the hours of 8 a.m. and noon. If either of the Workers' Unions fails 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 members of the union failing to keep such book shall lose their right to preference under the foregoing provisions. Notice by advertisement in the *Lyttelton Times* and the *Press*, newspapers published at the City of Christchurch, shall be given by each of the Workers' Unions of the place where the employment-book of such union shall be kept, and of any change in such place, and notice thereof shall also be given in writing to the Employers' Union.

23. *Preference of Service.*—Members of the Workers' Unions, when entitled to and claiming preference of employment under the provisions of this award, shall, when out of employment and seeking employ, whenever possible, and if the conditions of employment are equal, having regard to the place of residence and other circumstances of each such member, give preference of service to members of the Employers' Union, provided that notice is given to such member of either of the Workers' Unions of the desire of any such member of the Employers' Union to employ him.

24. And the Court doth hereby further order and award that, as between the Workers' Unions and each of them and the members of each of them, and the Employers' Union and the members thereof, and the individual employers and each of them, the terms, conditions, and provisions herein contained shall be binding upon the Workers' Unions and upon each of them and upon the members of each of them, and upon the Employers' Union and the members thereof, and upon the individual employers and each of them; and, further, that the Workers' Unions and each of them and every member of each of them, and the Employers' Union and every member thereof, and the individual employers and each of them, shall respectively do, observe, and perform every act, matter, and thing by the terms, conditions, and provisions of this award on the part of the Workers' Unions or either of them or the members of either of them, and also on the part of the Employers' Union and the members thereof, and of the individual employers and of each of them, 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 and observe and perform the same.

25. And this Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions 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 in respect of this award shall not exceed the sum of £500.

26. And this Court doth further order that this award shall take effect from the 22nd day of January, 1900, and shall continue in force and its provisions may be enforced up to the 21st day of January, 1902.

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

(L.S.)

W. B. EDWARDS, J., President.