

preference to non-members, provided that there are members of the Workers' Union equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it.

14. Until compliance by the Workers' Union with the last clause employers may employ journeymen whether members of the Workers' Union or not, but no employer shall discriminate against members of the Workers' Union; 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 the Workers' Union, whether directly or indirectly.

15. 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 under the same conditions, and shall receive equal pay for equal work.

16. So soon as the Workers' Union shall perform the conditions entitling the members of the Workers' Union to preference of employment under the foregoing clauses, and at all times thereafter, the Workers' Union shall keep in some convenient place, within one mile from the Chief Post-office in the City of Christchurch, a book, to be called 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 desiring employment, and the names, addresses, and occupations of every employer by whom each such journeyman 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 shall use their best endeavours to verify all 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 in any particular to the knowledge of the executive of the Workers' Union, or in case the executive of the Workers' Union shall not have used reasonable endeavours to verify the same. 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 from 8 a.m. until noon. 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, any employer may, if he so thinks fit, 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 by advertisement in the *Lyttelton Times* and the *Press*, newspapers published at the City of Christchurch, shall be given by the Workers' Union of the place where such employment-book is kept, and of any change in such place, and notice thereof in writing shall also be given by the Workers' Union to the Employers' Union.

17. *Preference of Employers' Union.*—Members of the Workers' Union, 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 members of the Workers' Union of the desire of any such member of the Employers' Union to employ him. The foregoing paragraphs numbered from 1 to 17, 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 hereto put and 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.

CHRISTCHURCH PLUMBERS.

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 Christchurch Plumbers and Gasfitters' Union of Workmen (hereinafter called "the Workers' Union") and Hement Brothers, of Christchurch; Taylor and Oakley, of Christchurch; Falkinder and Colville, of Christchurch; George Fry, of Christchurch; Charles Dallison, of St. Albans; John Cull, of Christchurch; J. Bigwood and Sons, of Christchurch; Joseph Perks, of Sydenham; Alfred Holloban, of Christchurch; James Killick, of Christchurch; Powrie Brothers, of Christchurch; James Greig, of Christchurch; Henry Pyne, of Christchurch; James Goss, of Christchurch; James Troupe, of Christchurch; Arthur H. Hill, of Christchurch; William Congreve, of Christchurch; Herbert Jones, of Christchurch; Thomas J. Watters, of Christchurch; Arthur Chidgey, of Christchurch; Philip H. Venables, of Christchurch; Joseph Venables, of Christchurch; John Campbell, of Christchurch; Morrison and Bradford, of Christchurch; James Thomas, of Christchurch; Thomas Danks, of Christchurch; Alfred E. Bradley, of Christchurch; George Adcock, of Christchurch; William H. Harris, of Christchurch; and James Mercer, of Christchurch, all of whom are employers of journeymen plumbers or are master plumbers (and all of whom are hereinafter collectively referred to as "the employers"); and Scott Brothers, of Christchurch; the Crown Ironworks Company (Limited); and the Christchurch Gas Company (Limited).

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 Workers' Union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award that, as between the Workers' Union 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 Workers' Union 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 Workers' Union 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 the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the said 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 in respect of this award shall not exceed the sum of £500: And the 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 and until the 21st day of January, 1902: And the Court doth hereby further order that Scott Brothers, the Crown Ironworks Company (Limited), and the Christchurch Gas Company (Limited) shall be dismissed from this dispute, and shall not be bound by the provisions of this award.

In witness whereof the seal of the Court of Arbitration of New Zealand hath been hereto 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.

The Schedule referred to by the foregoing Award.

1. *Hours of Employment.*—The recognised hours of work shall be eight on each working-day except Saturday, and shall be between the hours of 8 a.m. and 5 p.m. During this time the journeymen shall have an interval, not being less than half an hour or more than an hour, for dinner, as may from time to time be agreed between them and their employers, but the ordinary hours of work shall not exceed eight on any one day. The hours of employment on Saturday shall be from 8 a.m. until noon.

2. *Wages.*—All journeymen when employed upon any work which if done within the area of the Christchurch Drainage District requires a Drainage Board certificate, or which would require such certificate if done within such area (notwithstanding that it may be beyond such area), shall be paid at the rate of not less than 10s. per day.