

That this line shall not be made of a material of a higher quality than that contained in rate 3 of men's boots' rate for quality A, rate 4 for quality B.

*Blucher Rates.*—With reference to rates 1a and 2b in the statement appended to rule 26 to the said award, long middles and watertight tongues are to be paid for as an extra at the prices named in that part of the statement referring to benching extras.

Blucher boots, known as rate No. 3c, and so mentioned in that part of the schedule referring to blucher boots, are to be made in strict accordance with the sample of the same held by the parties to this agreement in each town in the colony where boot-manufacturing is carried on.

*Soilable Leather.*—Only the following leathers, unless fully protected, are to be considered soilable, and to be subject to the benching and finishing extras, as provided in the statement of work and prices appended to rule 26 in the schedule to the said award: Tan glace kid, American ooze, bronze kid, real Russia leather, buckskin, all imported tan calf, second ooze, calf, imitation buckskin, tan colonial calf.

*Finishing Extras.*—The extras mentioned in the statement appended to rule 26 in the schedule to the said award, relating to fair-stitch extras, shall apply henceforth to all finishing fair-stitch work done from a machine-sewn base.

Passed under the corporate seal of the New Zealand Federated Boot Trade Industrial Association of Workmen in the presence of—

WILLIAM WILLIAMS, President.

GEORGE HARPER, Solicitor, Christchurch.

Signed by James Arthur Frostick, chairman of the above-mentioned Employers' Union, in the presence of Charles Gelders, Christchurch, Accountant.

JAS. A. FROSTICK, President.

(L.S.)

#### *Statement of Wages and Conditions of Labour.*

Award in the Court of Arbitration of New Zealand, Otago and Southland Industrial District.—In the matter of an industrial dispute between the New Zealand Federated Boot Trade Industrial Association of Workmen and the New Zealand Boot-manufacturers' Industrial Union of Employers.

This Court, having taken into consideration the matter of the above-mentioned dispute, and having heard the New Zealand Federated Boot Trade Industrial Association of Workmen (hereinafter called "the Workmen's Association") by their representatives duly appointed, and having also heard the New Zealand Boot-manufacturers' Industrial Union of Employers (hereinafter called "the Employers' Union") by their representatives duly appointed, and also having heard the witnesses called by and on behalf of the Workmen's Association and the Employers' Union respectively, and cross-examined by the said parties respectively, doth hereby award that, as between the Workmen's Association and the members thereof, and the Employers' Union and the members thereof, the terms, conditions, and provisions set out in the schedule hereto shall be binding upon the Workmen's Association and every member thereof, and upon the Employers' Union and every member thereof, and shall be deemed to be incorporated in and to form part of this award; and that the Workmen's Association and every member thereof, and the Employers' Union and every member thereof, shall respectively do, observe, and perform every matter and thing by the said terms, conditions, and provisions on the part of the Workmen's Association and the members thereof, and on the part of the Employers' Union and the members thereof, 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 the same: And this Court doth further order that this award shall take effect from the 12th day of September, 1898, and shall continue in force until the 1st day of September, 1900: And this Court doth further order that a duplicate of this award shall be filed in the office of the Supreme Court of New Zealand, Otago and Southland District, at Dunedin.

In witness whereof the seal of the Court of Arbitration of New Zealand hath been hereunto affixed, and the President of the said Court hath hereunto signed his hand, this 9th day of September, 1898.

(L.S.)

W. B. EDWARDS, J., President.

#### *The Schedule before referred to.*

1. *General Rules.*—Subject to rule 2, it is hereby declared as follows:—

(a.) It is the individual right of the employer to decide who he shall employ or dismiss.

(b.) It is the individual right of the workman to accept or refuse work from any employer.

2. Employers shall employ members of the Workmen's Association in preference to non-members, provided there are members of the Workmen's Association who are equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it. When non-members are employed there shall be no distinction between the members and non-members; both shall work together in harmony, and both shall work under the same conditions and receive equal pay for equal work. Any dispute under this rule shall be decided by the Chairman of the Conciliation Board under the Industrial Conciliation and Arbitration Act in the district in which such dispute shall arise, or if he shall be unable or unwilling to act, then by some person nominated by him not being connected with the trade and not being a manufacturer or employer in any trade.

3. These rules and conditions shall apply to the clicking, benching, finishing, and machinery departments.

4. It is the manufacturer's right to introduce whatever machinery he deems necessary or his business may require. If a division or subdivision of labour is required for the purpose of working such machinery, such division or subdivision shall be allowed, subject to the minimum wage. Weekly hands may be employed in connection with machinery, subject to payment of the minimum wage hereinafter provided. No restriction shall be put upon the output of any machine or the method of working such machine.

5. (a.) Every employer is entitled to the fullest control over the management of his factory, and to make such regulations as he deems necessary for time-keeping and good order.

(b.) Every manufacturer shall be at liberty to pay either the recognised piecework rates or weekly wages, not being less than the minimum hereinafter provided: Provided that in the slack seasons weekly hands and pieceworkers employed on the same class of work shall start and cease work at the same hour: Provided also that, where pieceworkers and weekly hands are employed together, the work shall be fairly distributed between the weekly hands and the pieceworkers; but this shall not apply to machinery, or to work executed by means of or in connection with machinery.

(c.) There shall be no restriction in the employment or wages of hands engaged by the week when the wages are satisfactory to the employer and employed, subject to the recognised minimum, and any person shall be at liberty to arrange with his employer to work on the weekly wage system.

6. For all purposes of this statement the classification of uppers shall be decided by the vamp or golosh, except for slippers and canvas work.

7. Employers shall find all grindery, workshops, light, &c., and serve out all colours and material used in connection with the trade.

8. All work on the statement embodied in rule 26 shall be performed in the factory or workshops only, except when permits to work at home are granted to workmen for special reasons. Such permit shall be obtained from the Chairman of the Conciliation Board for the district in which the question shall arise.

9. *Classification of Departments.*—The various departments shall be classified as follows:—

(1.) The clicking department, consisting of clickers.

(2.) The benching department.

(3.) The finishing department.

(4.) The machinery department, consisting of operatives employed in working machinery in connection with benching or finishing.

10. *Working - hours.*—The recognised regular hours of work shall be fixed by each employer, and shall be between the hours of 8 a.m. and 6 p.m. on five days of the week, and 8 a.m. to 12 noon on the recognised