

*Overtime.*

6. All time worked beyond the time mentioned in Rules 1 and 2 (including holidays) shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first four hours and time and a half afterwards.

*Holidays.*

7. The following are the holidays to be observed: New Year's Day, Good Friday, Easter Monday, Queen's Birthday, Metropolitan Show Day, Anniversary Day, Christmas Day, Boxing Day. Labour Day shall also be a holiday, but employers may, with the consent of any workman, employ such workman upon that day; but no workman shall be compelled to work upon that day, or be put to any loss or disadvantage by reason of his not doing so.

*Union Men to have Preference.*

8. Employers shall employ members of the Christchurch Painters' Union, or members of any other properly constituted union of painters, in preference to non-members, provided that the members of the union are equally qualified with non-members to perform the particular work to be done, and are ready and willing to undertake it. When non-members are employed there shall be no distinction between 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. The union shall at all times keep in some convenient place, within one mile from the Chief Post-office in Christchurch, a book, to be called the "employment-book," wherein shall be entered the names and exact addresses of all members of the union for the time being out of employ, with a description of the branch of the trade in which each such workman claims to be proficient, and the names, addresses, and occupations of every employer by whom each such workman shall have been employed during the preceding two years. Immediately upon any such workman obtaining employment, a note thereof shall be entered in such book, and any change of address of any such workman shall also forthwith be entered in such book. The executive of the union shall use their best endeavours to verify all 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. Such book shall be open to any employer without fee or charge at all hours between 8 a.m. and 5 p.m. on every working-day. If the union fail to keep the employment-book in manner provided by this condition, 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 or members of the union or not, to perform the work required by him to be performed, notwithstanding the foregoing provisions. Notice by advertisement in the two morning daily papers published in Christchurch shall be given by the union of the place where such employment-book shall be kept, and of any change in such place.

*Funds.*

9. Employers shall not place any obstacle in the way of the representatives of the union collecting or endeavouring to collect moneys due to the union from its members, provided the same be done out of working-hours.

*Employment of Apprentices.*

10. All apprentices shall be legally indentured for the term of five years. Shops to be allowed one apprentice every two years.

11. Should an employer from any unforeseen cause be unable to carry out his obligation to his apprentice, it shall be lawful for the apprentice to complete his term with another employer, and such employer already having his full complement of apprentices shall not be debarred from taking on such extra apprentice.

*Suburban and Country Jobs.*

12. All men sent out to a country job shall be conveyed or have their travelling-expenses paid, and their time paid for going and returning, and an addition of 1s. per day or their board when the distance necessitates lodgings.

13. When men are to be sent to a suburban job they shall be at the town belt nearest the place at which the work is being carried on at 8 a.m., and then travel in the employers' time to the job.

The foregoing paragraphs, numbered from 1 to 13 inclusive, embody the terms, conditions, and provisions referred to in the above award, and thereby declared to be incorporated therein and to form part thereof.

In witness whereof the seal of the Court of Arbitration hath been hereunto affixed, and the President of the said Court hath hereunto set his hand, this 24th day of February, 1889.

W. B. EDWARDS, J., President.

*CHRISTCHURCH TINSMITHS.*

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 Tinsmiths and Sheet-metal Workers' Industrial Union of Workers (hereinafter called "the union") and George H. Albrecht, of Armagh Street, Christchurch; Thomas Crompton, of Tuam Street, Christchurch; Alfred J. White's executors, of Tuam Street, Christchurch; Thomas Watters, of Tuam Street, Christchurch; William H. Harris, of Colombo Street, Christchurch; the Christchurch Meat Company (Limited), of Hereford Street, Christchurch; the Canterbury Meat Company (Limited), of Hereford Street, Christchurch; George Adcock, of Lichfield Street, Christchurch; Thomas J. Edmonds, of Ferry Road; Scott Brothers, of Manchester Street, Christchurch; Trent Brothers, of Durham Street, Christchurch; the Christchurch Gas Company (Limited), of Gloucester Street, Christchurch; Arthur Hollobon, of Colombo Road, Sydenham; the Crown Ironworks Company (Limited), of Armagh Street, Christchurch; Aulsebrook and Co., of St. Asaph Street, Christchurch; Herbert James Hardingham, of Christchurch; and Hement Brothers, of Hereford Street, Christchurch.

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 union by its representatives duly appointed, and the above-named Thomas Crompton in person, the executors of A. J. White by A. C. Reid (one of such executors), the above-named Thomas Watters, William Harris, and George Adcock in person, the above-named Scott Brothers by J. L. Scott (a member of the said firm), the above-named Trent Brothers by Frederick Trent (a member of the said firm), the above-named Christchurch Gas Company (Limited) by R. C. Bishop (the secretary of the said company), the above-named Crown Ironworks Company (Limited) by S. Manning (chairman of directors of the said company), the above-named Aulsebrook and Co. by R. E. McDougall (trading under that style), the above-named Canterbury Meat Company (Limited) by Mr. Waymouth (manager of the said company), and the above-named Christchurch Meat Company (Limited) by Mr. Gilbert Anderson (manager of the said company), and the above-named Herbert James Hardingham in person; and having also heard the witnesses called by and on behalf of the union, and by such of the said employers appearing as desired to call evidence, and cross-examined by the said parties respectively; and none of the other persons or firms above-named appearing, doth hereby order and award as follows, that is to say,—

1. This award shall be binding upon and shall affect the following persons, firms, and companies above-named, that is to say: George H. Albrecht, Thomas Crompton, the executors of Alfred J. White, William H. Harris, George Adcock, Hement Brothers, Thomas J. Edmonds, Arthur Hollobon, the Crown Ironworks Company (Limited), and Herbert James Hardingham. The persons, firms, and companies mentioned in this paragraph are hereinafter, for the sake of brevity, referred to as "the said employers."

2. This award shall bind the above-named Trent Brothers if they shall manufacture tinware for sale; but, if they shall not manufacture tinware for sale otherwise than to enclose their manufactures, then this award shall not bind them.