

5. *Country and Suburban Work.*—"Country work" means work performed by a journeyman or apprentice which necessitates his lodging elsewhere than at his usual place of residence.

6. Any journeyman or apprentice employed in country work shall be conveyed by his employer to and from such work free of charge, or his travelling-expenses going to and returning from such work shall be paid by such employer, but once only during the continuance of the work if the work is continuous and the journeyman or apprentice is not in the meantime recalled by his employer.

7. Any journeyman or apprentice employed upon country work shall be paid in addition to his wages while employed upon such work, and while going to and returning from the same and to his overtime (if any) at the rates herein provided, a further sum of 1s. 6d. for every day while so employed.

8. "Suburban work" means work performed by a journeyman or apprentice at a distance of over a mile and a half from his employer's place of business, but which does not come within the definition of "country work."

9. Any journeyman or apprentice employed by his employer upon suburban work shall be conveyed by his employer to and from such work free of charge, or his travelling-expenses going to and returning from such work shall be paid by his employer, and he shall also be paid for his time while going to and returning from such work at the rates herein provided.

10. *Apprentices.*—All boys working in any branch of the trade shall be legally indentured as apprentices for the term of five years, but every boy so employed shall be allowed three calendar months' probation prior to being so indentured.

11. The proportion of apprentices to journeymen employed by any employer shall not exceed one apprentice to every three journeymen or fraction of three.

12. For the purposes of determining the proportion of apprentices to journeymen, in taking any new apprentice the calculation shall be based on a two-thirds full-time employment of the journeymen employed during the previous six calendar months.

13. Arrangements between employers and apprentices existing at the time of the hearing of this dispute in this Court shall not be prejudiced, but any employer then employing any apprentice otherwise than under indentures must procure such apprentice to be indentured within three calendar months after the coming into operation of this award.

14. If any employer shall from any unforeseen cause be unable to fulfil his obligation to an apprentice, it shall be lawful for such apprentice to complete his term with another employer, notwithstanding that such employer has already the full number of apprentices allowed by these conditions.

15. The wages to be paid to apprentices shall be as follows, namely: For the first year, 6s. 6d. per week; for the second year, 10s. per week; for the third year, 15s. per week; for the fourth year, £1 per week; and for the fifth year, £1 5s. per week.

16. *Preference of Unionists.*—If and after the Workers' Union 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 other person now residing or 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 the union upon payment of an entrance-fee not exceeding 5s., and of subsequent contributions, whether weekly or not, not exceeding 6d. per week, upon the written application of the person so desiring to enter the Workmen's Union, indorsed by two members of the Workmen's Union or accompanied by a satisfactory certificate from some respectable person residing within the industrial district, without ballot or other election, and shall give notice in writing of such amendment, with a copy thereof, by publishing the same three times in the *Otago Daily Times* and in the *Evening Star* newspapers, published in the City of Dunedin, then and in such case and thereafter employers shall employ members of the Workers' Union in 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: Provided that this clause shall not interfere with engagements subsisting between employers and non-unionists at the time when such amendment as aforesaid shall be made and notice thereof shall be published as aforesaid, but that any employer may continue to employ any journeyman then actually employed by him in regular employment as theretofore, although such journeyman may not be a member of the Workers' Union.

17. Until compliance by the Workers' Union with the conditions of 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.

18. 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 shall receive equal pay for equal work.

19. So soon as the Workers' Union shall perform the conditions entitling the members of the Workers' Union to preference 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 Dunedin, 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, with a description of the branch of the trade in which each such journeyman claims to be proficient, and the names, addresses, and occupations of every employer by whom each such journeyman shall have been employed during the preceding two years. Immediately upon any such journeymen 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 in any particular be wilfully false 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 between the hours of 8 a.m. and 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 *Otago Daily Times* and in the *Evening Star* newspapers, published at the City of Dunedin, shall be given by the Workers' Union of the place where such employment-book is kept, and of any change in such place.

The foregoing paragraphs numbered from 1 to 19, both inclusive, embody the terms, conditions, and provisions referred to in the foregoing award, and hereby 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 hereunto affixed, and the President of the Court hath hereunto set his hand, this 30th Day of November, 1899.

W. B. EDWARDS, J., President.

FEDERATED SEAMEN.

In the Court of Arbitration of New Zealand, Otago and Southland 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 Federated Seamen's Industrial Union of New Zealand (hereinafter called "the union") and the Union Steamship Company of New Zealand (Limited) and Keith Ramsay, of Dunedin, shipowner (hereinafter collectively referred to as "the shipowners").

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 representative duly appointed, and having also heard the shipowners in person or by their representatives duly appointed, and having also heard the witnesses called by and on behalf of the union and of the shipowners respectively, and cross-examined by the