to succeed elsewhere; while if, on the other hand, it succeed in giving confidence to capital and higher wages and improved conditions to the wage earners, such a success, in a country with varied industries and in active competition with other Australian states, cannot be ignored by publicists in other lands."

Apart from all other considerations the compulsory abritration law of New Zealand is of peculiar interest to the people of British Columbia in that in certain particulars the conditions existing in the former country are not altogether dissimilar to those that exist in this Province. In New Zealand, as in British Columbia, gold and coal mining are extensively carried on and many of the disputes which are referred to the Court of Arbitration arise in connection with the working of the mines of the Colony. As we know, the mining operations of this Province in the past have not been entirely free from labour troubles, though fortunately they are much less frequent here than in other countries. Both the gold miners and the coal miners of New Zealand have had, on several occasions, differences of opinion with their employers and as a result several important cases have been carried to the Court and awards have been made which are strictly enforced. Not so many months ago a dispute arose between the Waikato coal miners and the Taupiri Coal Mines, Limited, and the Union Collieries. As the various parties were unable to agree to a settlement, or execute an industrial agreement, satisfactory to all concerned, the matter was referred to the Court. After both sides had presented their case, and witnesses had been examined, on the 28th day of February, 1903, Mr. Justice Cooper, President of the Court, handed down his decision. All the points in the dispute were treated separately and altogether there were forty-two sections in the schedule which was drawn up in conenction with the settlement, the provisions of which are binding on both the employers and workers concerned. A brief examination of this award, which is not exceptionally long, shows that great care is exercised in preparing the details. Hours of labour, cavilling, trucking, yardage rates, tonnage rates, laying roads and sharpening tools, wet work, and numerous other matters are referred to and disposed of in clear and concise paragraphs. Section 9 settles the minimum wage to be paid certain underground workers and reads as follows:—

MINIMUM WAGE FOR OTHER UNDERGROUND WORKERS.

9. Miners, 9s. per shift; road-men, 8s. 6d. per shift; bankers-off, 8s. per shift; onsetters, 8s. per shift; horse drivers, 7s. per day. Youths up to the age of seventeen years employed as horse drivers, or for any other class of work not coming within Clause 8 hereof, shall be paid from 4s. to 6s. per day, according to experience and ability.

In this connection it should be stated, however, that Section 25 provides that if a worker is from any cause unable to earn the minimum wage for any class of work for which he may desire employment, such worker may be employed at a lesser rate to be agreed upon by the representatives of the union and the mine manager. In this way incompetent men are prevented from receiving as high a wage as first class workers. Section 31 is of great interest and importance as it settles the question as to the right of the companies in question to employ union or non-union men. With regard to this point the President of the Court, in giving his reasons for the award, remarks that as preference has been given to the Coal Miners' Union throughout the Colony, there is no special reason for exempting this particular district and accordingly preference of employment is given to the union. This section is of such general interest that, although it is somewhat long, we cannot refrain from quoting it in full:—

PREFERENCE.

31.* So long as the rules of the union shall permit any person of good character and sober habits now employed in a coal mine 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 worker, to become a member of the 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 the written application of the person so desiring to join the union, without ballot or other election, then and in such case employers shall employ members of the union in preference to non-members, provided that there are members of the union equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it. This clause shall not apply to the employment of casual labour above ground.

It will be seen, then, that the right of the union to demand employment for their members over the heads of non-union workers is qualified by certain provisions which are made so as to prevent these organizations from becoming close corporations. Under certain conditions the members of a union have the prior right of employment, but on the other hand the unions are enjoined from limiting their membership to a favoured few. Section 32 sets forth that the union shall keep at a convenient place, an employment book in which is to be entered the names and exact addresses of all members who, for the time being, are out of employment, together with a description of the class of work in which each is proficient and certain other information. The employment book must be open to the inspection of the company, and if the union fail to keep it the company may employ any persons they please whether members of the union or not.

In the foregoing remarks, we have endeavoured to give in an impartial manner some idea of the working of the Act, and without making restrictions one way or the other. In other words, it has only been attempted to give a few details which may assist those who may be interested in the matter of compulsory arbitration in industrial disputes. In a short article it is not possible to make everything plain, but we trust that these words may make for a clearer conception of the merits and demerits of the legal method of adjusting labour troubles. The question has in no sense been approached in a partizan spirit, but solely