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(8.) WELLINGTON BAKERS.

Before the Board of Conciliation in the Wellington Industrial District.—In the matter of the Master Bakers' Association and other employers, and the Operative Bakers' Union.

The Board recommends as follows :—

1. That nine and a half hours constitute a day's labour, including half-hour for breakfast and one hour for sponging.

2. The rate of wages shall be as follows: Foreman, not less than £3 per week, with thirteen loaves; second hand, not less than £2 10s. per week, with thirteen loaves; and any others not less than £2 5s., with thirteen loaves. All hands to receive dry-pay.

3. No employer, baker, or workman to commence work before 4 a.m., except Saturdays, when he shall start at 2 a.m. After the stated hours are up, overtime shall be paid as follows: Time and a quarter up to 5.30 p.m., and time and a half after 5.30 p.m.

4. No apprentice shall be allowed to any employer or firm unless two *bonâ fide* journeymen be employed; if four men, two; but no more than two in any firm. Each apprentice to be under sixteen years of age when bound, and to be bound for a period of five years. Indentures of apprentices to be produced to the secretary of the union if required.

5. Jobbers to receive 10s. per diem of nine and a half hours, and overtime as above stated in clause 2 hereof.

6. Sunday sponging shall cover all statutory holidays, as expressed in Rule 24 of the Bakers' Union (these being nine). If workmen requested to work on holidays, time and a half to be allowed.

7. No carter to be employed in any bakehouse—either he must be a *bonâ fide* carter or baker; but a baker may deliver bread as long as he does not work more than the stipulated hours.

8. The employers shall employ members of the Bakers' Union in preference to non-members, provided there are members of the union who are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it when non-members are employed.

9. That an industrial agreement be drawn up embodying the above recommendations, to be signed by all parties, to take effect from 19th November, and to last two years. The agreement is to be executed within seven days from 19th November, 1897, or the Chairman shall file a report to the effect that the Board has failed to conciliate.

Dated this 19th day of November, 1897.

W. H. QUICK, Chairman.