

(8.) DUNEDIN BAKERS.

In the Court of Arbitration of New Zealand.

WHEREAS a dispute arose between the Dunedin Bakers and Pastry-cooks' Union (hereinafter called "the union") and the Master Bakers' Association of Dunedin, and William Wood, John Peterson, and John Hewton, master bakers (hereinafter called "the employers"), as to what should be the rules for carrying on the business of bread-bakers: And whereas the said dispute was duly referred to this Court: Now the Court, having heard the parties and the evidence adduced on both sides, doth hereby award as follows:—

1. That the hours of work be eight hours and a half per day.
2. That the hour for starting work be not earlier than 4 a.m., except on Wednesday, Saturday, and the day immediately preceding any public holiday, when it may be an hour not earlier than 3 a.m.
3. In any house where the dough-machines are used the dough-men only may start one hour and thirty minutes earlier.
4. If overtime is required, time and a quarter shall be paid up to 6 p.m., and time and a half up to 10 p.m., and that no work be done after that hour.
5. Any member working on a holiday shall receive time-and-a-half payment besides the weekly wage.
6. The proportion of apprentices to men to be as follows: For the first three men or any less number, one apprentice; for more than three men and up to six men, two apprentices; and so on in the same proportion.
7. No bread-carter to be employed in bakehouse, but a baker may deliver bread so long as he works eight hours and a half per day only.
8. That the rate of wages of a foreman be settled in each case by agreement between the employer and the foreman.
9. That no second hand receive less than £2 10s. per week, and no table-hand less than £2 5s.
10. That members of the union shall be employed 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. This rule is not to interfere with the existing engagements of non-members, whose present employers may retain them in the same or other positions in their employment.

11. 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.

12. If a jobber is employed by the day the wage must not be less than 10s., or by the week £2 10s. Jobbers working overtime shall receive the same rate of payment as other men.

13. Sunday sponging will cover all statutory holidays.

And this Court doth further award and order that this award shall be binding upon the union and its members, and upon the Master Bakers' Association and its members, and each of the persons above named as parties to this dispute, and shall remain in force and its provisions shall be enforceable for a period commencing on Monday, the 13th December instant, and ending on the 31st day of December, 1898.

And this Court doth further order that a duplicate of this award be filed in the Supreme Court at Dunedin.

In witness whereof this award has been signed by the President, and the seal of the Court has been hereunto affixed, this 9th day of December, 1897.

(L.S.)

JOSHUA STRANGE WILLIAMS, President.

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