

(15.) CANTERBURY BAKERS.

Board of Conciliation, Canterbury District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1894,” and the Acts amending the same; and in the matter of an industrial dispute between Messrs. W. Thompson, W. Edwards, and F. C. Parsons and others, and the Canterbury Bakers and Pastry-cooks’ Union, and of a reference thereof for settlement.

After hearing evidence the Board make the following recommendations:—

1. That eight hours and a half shall constitute a day’s work; half an hour be allowed for breakfast, and one hour for dinner.

2. That the hour for starting work shall be 4 o’clock a.m., except Saturdays or any day preceding holidays, when it may be 3 o’clock. Lyttelton firms may start work at such hours as may be mutually arranged between employer and his workmen subject to Rule 1.

3. Overtime shall be paid at the rate of time and a quarter for the first four hours, and time and a half afterwards.

4. It shall not be a condition of employment for men to board and sleep on masters’ premises; but it shall not prevent the matter to be mutually arranged by the employer and his workmen. When workmen board on the premises, the charges for such shall not exceed 15s. per week.

5. One apprentice allowed to every two journeymen. Times of apprenticeship shall be four years, the age ranging from fourteen to seventeen years.

6. Wages shall not be less than £2 15s. for foremen; second hand, £2 7s. 6d.; third hand, £2, for two months from the 13th June, 1898, and after that date the foreman to receive £3; second hand, £2 10s.; third hand, £2 5s. per week. Jobbers to receive 10s. per day, or by the week, £2 10s. Jobbers working overtime shall receive the same as other men.

7. Sunday sponging shall cover all statutory holidays. Any member working on a holiday shall receive time and a half payment besides the weekly wage.

8. No carter to be employed in the bakehouse, but a baker may be employed to deliver bread, so long as he does not work more than eight hours and a half per day.

9. Employers shall employ members of the Canterbury Bakers and Pastrycooks’ Union in preference to non-members to perform the particular work required to be done, who are 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. Any dispute under this rule shall be settled by a committee of employers and workmen; if they cannot agree, it shall be decided by the Board of Conciliation.

The award to remain in force up to, and inclusive, 13th June, 1899.

Dated at Christchurch, this 4th day of June, 1898.

W. H. COOPER, Chairman.

THIS agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," this 6th day of July, 1898, between F. Williams, of Tuam Street, Christchurch, master baker (herein called "the said employer"), and the Canterbury Bakers and Pastrycooks' Industrial Union of Workers (hereinafter called "the said union").—The said employer and the said union respectively do hereby agree to accept work under and abide by the recommendations of the Conciliation Board made at Christchurch on the 4th day of June, 1898, in the dispute between the Christchurch Master Bakers' and the Canterbury Bakers and Pastrycooks' Industrial Union of Workers, particulars of which are hereinafter mentioned, and that the said employer and the said union shall do, observe, and perform every matter and thing by the said terms, conditions, and provisions on its or his part required to be done, observed, or performed, and will not do anything in contravention of the said terms, conditions, and provisions, but will in all respects abide by the same.

And it is further agreed that this agreement shall remain in force up to and including 13th June, 1899.

1. That eight hours and a half shall constitute a day's work; one half-hour to be allowed for breakfast and one hour for dinner.

2. That the hour of starting work shall be 4 o'clock a.m., except Saturday or any day preceding holidays, when it may be 3 a.m.

3. Overtime shall be paid at the rate of time and a quarter for the first four hours and time and a half afterwards.

4. It shall not be a condition of employment for the men to board and sleep on the master's premises, but it shall not prevent the matter to be mutually arranged by the employer and his workmen. When workmen board on the premises, the charges for such shall not exceed 15s. per week.

5. One apprentice allowed to every two journeymen. Times of apprenticeship shall be four years, the age ranging from fourteen to seventeen years.

6. Wages shall not be less than £2 15s. for foreman; second hands, £2 7s. 6d.; third hands, £2, for two months from the 13th June, 1898; and after that date the foreman to receive £3; second hands, £2 10s.; third hands, £2 5s. per week. Jobbers to receive 10s. per day, or by the week £2 10s. Jobbers working overtime shall receive the same as other men.

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9. Employers shall employ members of the Canterbury Bakers and Pastrycooks' Union in preference to non-members to perform the particular work required to be done, who are 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.

Dated at Christchurch, this 6th day of July, 1898.

F. WILLIAMS.

THE CANTERBURY BAKERS AND PASTRYCOOKS' INDUSTRIAL
UNION OF WORKERS.

C. W. NEWBERY, President.

G. H. BURT, Secretary.
