

## (22.) CHRISTCHURCH BAKERS AND PASTRYCOOKS.

In the Court of Arbitration of New Zealand, Canterbury District.—In the matter of an industrial dispute between the Canterbury Bakers and Pastrycooks' Industrial Union of Workers (hereinafter called "the said union") and John Hansmann, William Robertson, John Bradley, John Sweet Olliver, William Bailey, John Edward Hansen, Rasmus Christean Frandsen, Charles White, George Phillips, David Barns, W. Coomber, Mrs. Esther Anne Lanyon, Thomas Rowley, William Thompson, Joseph Hasty, William Archibald Howison, William Garde Shepheard, Frederick Malton, Frederick Walter Edwards, James Schumacher, F. Dowdle, A. Ritchie, Frederick Schumacher, James Hague, Henry George Braunton, Joseph Gilmore, Samuel Bisley, Caroline Cassell Faville, John Hopper, Alexander Schumacher, William Lenhart, Hinds and Coredlin, Charles Havelock Agar (hereinafter called "the employers"), referred to the said Court under section 46 of "The Industrial Conciliation and Arbitration Act, 1894."

The Court, after hearing the said union by its representatives, and the said employers, doth hereby award as follows:—

1. That eight hours and a half shall constitute a day's work; half an hour to 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 any holiday or half-holiday, 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. An employer who personally works at the trade to be counted for this purpose as a journeyman. Times of apprenticeship shall be for four years. The age ranging from fourteen to seventeen years.

6. Wages shall not be less than £2 15s. for foreman; second hand, £2 7s. 6d.; third hand, £2 per week, for two months from the 13th June, 1898; and after that date a 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 a 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, and 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 come into operation on the 31st October, 1898, and to remain in force up to and inclusive of the 13th June, 1899. A duplicate of this award shall be filed in the Supreme Court, Christchurch.

And this Court doth further award and order that, as between the said union and the members thereof and the said employers, the terms and conditions before mentioned shall be binding upon the said union and every member thereof, and upon the said employers and each and every of them; and the said union and every member thereof respectively, and the said employers and each and every of them respectively, shall do, observe, and perform every matter and thing by the said terms and conditions on its or his or her part required to be done, observed, or performed, and shall not do anything in contravention of the said terms and conditions.

In witness whereof the seal of the said Court has been hereunto affixed, and the President of the said Court has hereunto put his hand, this 11th day of October, 1898.

(L.S.)

J. E. DENNISTON, President.