

(11.) WELLINGTON BAKERS.

In the Court of Arbitration of New Zealand, Wellington District.—

In the matter of an industrial dispute between the Wellington Operative Bakers' Union (hereinafter called "the union") and William Tonks and William Isaacs (hereinafter called "the employers").

WHEREAS the above dispute was duly referred to and heard and considered by this Court: Now this Court doth award as follows:—

1. That nine hours and a half constitute a day's labour, including one 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. per week with thirteen loaves. All hands to receive dry-pay.

3. Tradesmen not fully competent, by reason of age or physical weakness, may be employed at such wage as may in each case be settled between the union and the employers.

4. That no baker or workman shall commence work before 4 o'clock in the morning, except Saturdays, when he shall not commence work before 2 o'clock in the morning. After the stated hours are up, overtime shall be paid as follows: Time and a quarter up

to half-past 5 o'clock in the afternoon, and time and a half time after half-past 5 o'clock in the afternoon.

5. That no apprentice shall be allowed to any employer unless two *bonâ fide* journeymen be employed. If four journeymen be employed, then in such case the employer may employ two apprentices, but in no case shall the employer employ more than two apprentices. Each apprentice is to be under sixteen years of age when bound, and to be bound by indentures for a period of five years. The indentures of apprentices to be produced to the secretary of the union if required.

6. Jobbers to receive 10s. per diem of nine hours and a half, and overtime as above stated in clause 4 hereof.

7. Sunday sponging shall cover all statutory holidays as expressed in Rule 24 of the union. If workmen requested to work on holidays, they shall be paid at the rate of time and a half.

8. That no carter shall be employed in any bakehouse. The respective positions of a baker and a carter shall be kept separate; either an employé must be a *bonâ fide* baker or a *bonâ fide* carter; but a baker may deliver bread so long as he does not work more than the prescribed hours.

9. That neither of the employers shall discriminate against members of the union, nor shall either of them, in the engagement or dismissal of their hands or in the conduct of their business, do anything directly or indirectly for the purpose of injuring the union.

10. That each of the employers in carrying on his business shall be bound by the above provisions, and shall conform thereto, and the union and every member thereof shall be bound by the same, and shall conform thereto in like manner.

11. The provisions of this award may be enforced from Monday next, the 7th February instant, until the 24th day of November, 1899.

12. A duplicate of this award shall be filed in the Supreme Court of Wellington.

In witness whereof the seal of the said Court has been hereunto affixed, and the President of the said Court hath hereunto set his hand, this 3rd day of February, 1898.

(L.S.)

JOSHUA STRANGE WILLIAMS.