

## (11.) DUNEDIN PASTRYCOOKS.

Before the Board of Conciliation, in the Otago and Southland Industrial District.—In the matter of an industrial dispute between the Dunedin Bakers and Pastrycooks' Union and the following employers, viz.: William Wood, John Hopkins, Edward Aldred, Robert Brown, Mrs. Binnie, S. Lean, and James Connor, and of a reference thereof for settlement.

The Board of Conciliation, having taken into consideration the above dispute, and having heard the parties and the evidence adduced, do hereby recommend as follows:—

1. That the hours of labour be eight hours and a half per day between the hours of 7 a.m. and 5 p.m., after which overtime shall

be paid at the rate of time and a quarter for the first two hours, and thereafter at the rate of time and a half until midnight, after which double time shall be paid. On Saturday, Monday, or the day immediately preceding any public holiday work may be started at an hour not earlier than 5 a.m.

Arrangements to be made between the union and the several employers as to the exact hours (within the above-mentioned limits) during which the work is to be done, so as to complete fifty-one hours per week by 1.30 p.m. on Saturday; and also as to meal-hours, which are to be half an hour for breakfast and one hour for dinner.

2. That the rate of wages of a foreman be settled in each case by agreement between the employer and the foreman.

3. That no journeyman pastrycook receive less than £2 2s. per week. If any journeyman cannot obtain employment at this wage he may refer his case to the union, and the union may give him permission to work at a wage which his proposed employer is willing to pay and which the workman is willing to accept.

4. That the proportion of apprentices to journeymen be as follows: For the first one or two men, one apprentice; for more than two men and up to four men, two apprentices; and so on in the same proportion; but this recommendation is not to interfere with the existing engagements of any apprentices.

5. That the clause as to binding apprentices be struck out.

6. That members of the union 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.

7. That the last preceding recommendation is not to interfere with the existing engagements of non-members, whose present employers may retain them in the same or other positions.

8. 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.

9. That the foregoing recommendations be embodied in an industrial agreement to remain in force till the 31st December, 1898.

Dated this 26th day of January, 1898.

W. A. SIM, Chairman.