

(36.) ASHBURTON BAKERS AND PASTRYCOOKS.

SIR,—

Christchurch, 16th May, 1899.

No. 202.—In the matter of a dispute between A. Pollock and others and the Canterbury Bakers and Pastrycooks' Industrial Union of Workers.

The Board sat at Ashburton on the 15th May to deal with these cases.

After discussion Messrs. A. Pollock, W. Bryant, J. Walker, and Hanerhan Brothers accepted the conditions proposed, excepting that the hour for starting work was by consent amended to 2 a.m. for days preceding holidays and for Saturdays. Also that the present conditions are to be governed by any new agreement with Bakers' Union made in Christchurch.

Messrs. J. Baker (Methven), Murray (Rakaia), and Adams and Co. (Dunsandel) had, after being cited, signed an industrial agreement with the union, and consequently their cases were not considered.

J. C. N. Grigg did not appear. The Board's recommendation is that he should be bound by the conditions accepted by others.

— Breach (Rakaia) also to accept the conditions.

I have, &c.,

A. H. TURNBULL, Chairman.

The Clerk of Awards, Christchurch.

THIS agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," this 15th day of May, 1899, between master bakers (herein called "the said employers") and the Canterbury Bakers and Pastrycooks' Industrial Union of Workers (hereinafter called "the said union").

The said employers and the said union respectively do hereby agree to accept work under and abide by the recommendations of the Conciliation Board, made at Ashburton the 15th day of May, 1899, in the dispute between the Ashburton master bakers and the Canterbury Bakers and Pastrycooks' Industrial Union of Workers, particulars of which are hereinafter mentioned; and that the said employers 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, and 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 the 15th day of May, 1900.

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 3 a.m., but on days preceding holidays and on Saturdays at 2 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 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. Time of apprenticeship shall be four years. The age ranging from sixteen to seventeen years.

6. Wages for a foreman shall not be less than £3 per week. Foreman's duties : See to his yeast, take up all liquors, set ferments, and take charge of his oven, run batches, &c. 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 wages.

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, and 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.

This agreement to be subject to and on the same lines as the present award and conditions agreed to in Christchurch, and any alterations made in the present agreement ruling in Christchurch to apply to and govern this agreement as to hours, conditions of labour, and time of agreement.

ARTHUR POLLOCK.
WILLIAM BRYANT
JOHN WALKER.
HAMAHAN BROTHERS.
J. H. MADDEN.
GEORGE MURRAY.

Witness—G. H. Williams.