

### (33.) CHRISTCHURCH. GROCERS' ASSISTANTS.

In the matter of the Canterbury Grocers' Assistants' Industrial Union of Workers and Messrs. Wardell Brothers and others.

The Board's recommendation on this case is as follows:—

*Hours.*—That the recognised hours of work shall not exceed fifty-two hours per week, and shall be from 8 a.m. to 6 p.m. on Mondays, Tuesdays, Wednesdays, and Fridays, with one hour for dinner; 8 a.m. to 1 p.m. on Thursdays; and from 8 a.m. to 9 p.m. on Saturdays, with two hours allowed for meals.

*Wages.*—The minimum wage for general counter-hands, storemen, book-keepers, order-collectors, and head carters shall be £2 5s. per week; other carters, £2. Men who are considered to be unable to earn the minimum wage shall be paid such lesser sum, if any, as may be agreed upon by a committee of three appointed by the union, and three by the employers, and, failing their agreeing, then by the Chairman for the time being of the Conciliation Board.

*Overtime.*—All time worked in excess of the hours stated in Rule 1, and also all time worked on the following days—viz., New Year's Day, Easter Monday, Good Friday, Queen's Birthday, Anniversary Day, Christmas Day, and Boxing Day—shall be recognised as overtime, and paid for at the rate of 1s. per hour.

*Labour.*—Only two classes of labour shall be recognised—viz., journeymen and apprentices.

*Apprentices.*—All apprentices shall be legally indentured for a period of five years, and receive 5s. per week for the first year, 10s. for the second, 15s. for the third, £1 for the fourth, and £1 10s. for the fifth year. The proportion of apprentices to journeymen shall be one to three or fraction of first three. In determining the proportion of apprentices employed, the number of journeymen permanently employed by one firm for a period of at least three months

immediately preceding engagement shall be taken into consideration, and that proportion shall be maintained, but three months' exemption may be allowed if any number of journeymen fall below the scale. This schedule of wages shall apply to all cases where less than five years has been served at the trade, whether in the character of apprentices or as what is generally known as juniors, with this exception: that no arrangement as to class or proportion of hands employed in force at this date shall be interfered with, provided the wages paid are not below the above schedule.

*Preferential Employment.*—The members of the Canterbury Grocers' Union shall have preference of employment over non-members, provided that the members of the union are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it. Employer to give the secretary of the union twenty-four hours' notice of workmen required before engaging any non-union men.

*Industrial Agreement.*—An industrial agreement embodying the above conditions to be entered into on or before the 31st March, 1899, and the foregoing recommendations to come into force on the 31st March, 1899, and to remain in force for a period of two years—*i.e.*, until the 31st March, 1901.

A. H. TURNBULL, Chairman.

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