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(42.) CHRISTCHURCH BAKERS AND PASTRYCOOKS.

SIR,—

Christchurch, 18th July, 1899.

No. 207.—In the matter of the Canterbury Bakers and Pastrycooks' Union and W. Thompson and others.

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

That eight hours and a half shall constitute a day's work, exclusive of half an hour for breakfast. Time allowed on Thursdays to be made good, if desired, during each week.

That the hour for starting work shall be 4 a.m., except on Saturdays and days preceding holidays, when the time shall be 3 a.m.

Bakers beyond three miles from Christchurch to be permitted to start at 3 a.m., subject to their obtaining the consent of the union, and to their not competing within the city limits.

Lyttelton firms shall have the option of starting at any hour which may be mutually agreed upon between the employers and

their employés, subject to their not working more than the hours specified per day.

All hands employed to receive "dry pay" within the city or borough boundaries.

Overtime to be paid at the rate of time and a quarter for the first four hours, and at the rate of time and a half afterwards. One apprentice to be allowed to each two journeymen. The term of apprenticeship to be four years, and the ages at which apprenticeship shall commence to be between fourteen and seventeen.

The wages paid to be not less than £3 per week for foreman, £2 10s. for second hands, and £2 5s. for third hands. Jobbers to be paid 10s. per day, or, when engaged for a week, £2 10s., and the same rate as permanent hands for overtime. Sunday sponging to cover all statutory holidays, but any member working on holidays to receive payment at the rate of time and a half in addition to the weekly wage. No carter to be employed in a bakehouse, but a baker may be employed to deliver bread, provided that he does not work more than eight hours and a half per day.

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 who are willing to undertake it. When non-members are employed there shall be no distinction between unionists and non-unionists, but both shall work together in harmony under the same conditions, and shall also receive equal pay for equal work.

Should any dispute arise it shall be settled by a committee composed of employers and employés, and should they fail to come to an agreement the question shall be decided by the then Chairman for the time being of the Board of Conciliation.

The award to remain in force up to and including the 30th June, 1901.

An industrial agreement embodying the above conditions to be entered into on or before the 22nd day of July, 1899.

I have, &c.,

A. H. TURNBULL, Chairman.

The Clerk of Awards, Christchurch.

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THIS agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," this 17th day of July, 1899, between F. C. Parsons, Shield Brothers, E. D. Ricketts, T. Rowley, Annie Parker, J. Hague, J. P. Phillips, P. Leader, Winder Brothers, R. C. Frandsen, J. Gilmore, James Napier, A. Ritchie, L. P. Ebert, Joseph Schumacher, A. W. Beaumont, F. Dowdle, John Pollock, W. Crow, William Pratt, J. Herons, D. Franklin, W. A. Howison, J. W. Johnston, R. Challiner, Henry Tuck, J. A. Seabourn, J. Farrar, F. P. Cole, C. Woodham, R. Sunderland, J. S. Slade, A. Rattray, John Schumacher, H. R. Cater, G. R. Drew, F. Schumacher, J. Hansmann, master

bakers (herein called "the said employers"), and the Canterbury Bakers and Pastrycooks' Industrial Union of Workers (herein 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 Christchurch on the 17th day of July, 1899, in the dispute between the Canterbury 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 required to be done, observed, or performed, 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 30th day of June, 1901.

1. That eight hours and a half shall constitute a day's work, exclusive of half an hour for breakfast. Time allowed on Thursday to be made good, if desired, during week. That the hour for starting work shall be 4 a.m., except on Saturdays and days preceding holidays, when the time shall be 3 a.m.

2. Bakers beyond three miles from Christchurch to be permitted to start at 3 a.m., subject to their obtaining the consent of the union, and to their not competing within the city limits.

3. Lyttelton firms shall have the option of starting at any hour which may be mutually agreed upon between the employers and the employés, subject to their not working more than the hours specified per day.

4. All hands to receive "dry pay" within the city boundary.

5. Overtime to be paid at the rate of time and a quarter for the first four hours, and at the rate of time and a half afterwards.

6. One apprentice to be allowed to each two journeymen. The term of apprenticeship to be four years, and the age at which apprentices shall commence to be between fourteen and seventeen.

7. The wages paid to be not less than £3 per week for foreman, £2 10s. second hand, £2 5s. third hand. Jobbers to be paid 10s. per day, or, when engaged for a week, £2 10s., and the same rate as permanent hands for overtime. Sunday sponging to cover all statutory holidays, but any member working on holidays to receive payment at the rate of time and a half in addition to the weekly wage. No carter to be employed in a bakehouse, but a baker may be employed to deliver bread, provided that he does not work more than eight hours and a half per day.

8. 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 who are to undertake it. When non-members are employed there shall be no distinction between union and non-union, but both shall work together under the same conditions, and shall receive equal pay for equal work.

## Signatures--

F. L. Parsons, J. A. Seabourne, Joseph Schumacher, E. H. Ricketts, Frank P. Cook, F. Dowdle, Annie Parker, R. Sunderland, W. Crowe, J. P. Phillips, A. Rattray, H. Leader, J. Schumacher, D. Franklin, R. C. Frandsen, G. R. Drew, J. W. Johnston, James Napier, J. Hansmann, A. Ritchie, L. P. Ebert, Shield Brothers, J. Farrar, A. W. Beaumont, T. Rowley, C. Woodham, John Pollock, J. Hague, James S. Slade, W. Pratt, J. Heron, Winder Brothers, H. R. Cater, W. A. Howison, J. Gilmore, F. Schumacher, R. Challiner, Henry Tuck.

Witness to signatures—W. Coombes, J. Townsend.

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Under "The Industrial Conciliation and Arbitration Act, 1894."

To the Registrar, at Christchurch, of the Supreme Court of New Zealand, Canterbury District.

TAKE notice that we, the undersigned, hereby signify our concurrence in an industrial agreement, dated the 17th day of July, 1899, made between the Canterbury master bakers and the Canterbury Bakers and Pastrycooks' Industrial Union of Workers, and filed at your office as No. 1572.

Dated this 1st day of September, 1899.

A. H. BLAKE, Christchurch.

N. G. MALTON, Richmond.

JOHN HOPPER, Lincoln Road, Sydenham.

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Canterbury Board of Conciliation,

Christchurch, 24th July, 1899.

SIR,—

Canterbury Bakers and Pastrycooks' Union and W. Thompson and others. I have to report that in the above case the Board has been unable to bring about any settlement of the dispute.

I have, &c.,

A. H. TURNBULL, Chairman.

The Clerk of Awards, Supreme Court, Christchurch.

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