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(34.) DUNEDIN BAKERS AND PASTRYCOOKS.

In the matter of "The Industrial Conciliation and Arbitration Act, 1894"; and in the matter of a dispute between the Dunedin Bakers and Pastrycooks' Union and thirty-seven master bakers named in the reference.

The Conciliation Board for the Industrial District of Otago, having received the necessary proofs establishing its jurisdiction in the above matter, and having heard the parties and considered the evidence, hereby recommends as follows:—

That the parties to the said dispute enter into an industrial agreement for a term of two years and four months from the 1st

day of September, 1899, embodying the rules set out in the reference, namely,—

1. That the hours of work be fifty-one hours per week.
2. That the hour for starting work be not earlier than 4 o'clock, except Wednesdays, Saturdays, and the day immediately preceding any public holiday, when it may be one hour earlier—viz., 3 o'clock; in the event of double holidays, application must be made to the union, who will carefully consider and grant such application if reasonable.
3. In any house where dough-machines are used the doughmen may only start one hour and thirty minutes sooner.
4. If overtime is required, time and a quarter shall be paid up to 6 p.m., and time and a half up to 10 p.m.; no work to be done after that hour—hot-cross-bun night excepted, when double time shall be paid. That boys and improvers be paid overtime per ratio of wages.
5. Any member working on a holiday shall receive time and a half besides weekly wages.
6. That the proportion of apprentices or improvers be as follows: One to three men or under; more than three men or up to six men, two apprentices. Improvers' wage to be settled by a tribunal from union and employers. Improvers to include inferior tradesmen, or men incapacitated by old age.
7. That all apprentices serve a term of four years.
8. That no bread-carter shall be employed in bakehouse, but a baker may deliver bread so long as he works fifty-one hours per week.
9. That no foreman receive less than £2 12s. 6d. per week; second hand, £2 10s.; table-hand, £2 5s.
10. That members of the union be employed in preference to non-members, union men refusing to work for cutting-bakers in return.
11. That when non-members are employed there shall be no distinction between members and non-members; both shall work with harmony together, and both shall work under the same conditions and receive equal pay for equal work.
12. That no jobber be employed for less than half a day; over that, at the rate of 1s. 3d. per hour up to the full day (10s.) shall be paid, or if by the week £2 10s.; overtime according to his rate of wage.
13. That Sunday sponging cover all statutory holidays.
14. That no man or boy work longer than four hours and a half before breakfast.
15. That no bread be manufactured by contract or otherwise than weekly wage.
16. That in the event of the Eight Hours Bill becoming law, and the bakers included, this agreement becomes null and void.

1st August, 1899.

FREDK. CHAPMAN, Chairman.