

(36.) AUCKLAND SADDLERS.

Under "The Industrial Conciliation and Arbitration Act, 1894,"  
and the Amendments thereof.

Before the Board of Conciliation in the Northern Industrial District.—In the matter of an industrial dispute between Pullan and Armitage and others and the Auckland Saddlers, Harness-makers, Collar-makers, and Bridle-cutters' Industrial Union, and of a reference thereof for settlement.

THE Board, having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its duly appointed representative, and such of the employers as desire to be heard, and such witnesses as were produced before it, recommend as follows:—

That, inasmuch as Messrs. E. Williams, Primrose and Leslie, W. Morgan, and E. Jones, parties to the dispute, are agreed that, subject to an alteration in the weekly half-holiday, the employers mentioned are prepared to sign the industrial agreement, the Board unanimously find as follows:—

That the employers cited sign the industrial agreement on the understanding that clause 1 be varied so far that such employers in any district outside of Auckland shall be permitted, if they and their employees so decide, to close their shops on the day fixed for the half-holiday in the district in which they are working

That, inasmuch as the saddler employed by Messrs. R. and W. Hellaby is occupied at his trade part of his time only, the remaining part being occupied in general work about the establishment,

the Board recommend that he be paid at the rate of 1s. per hour whilst working on saddlery-work.

A. H. COLLINS, Chairman.

Supreme Court, Auckland, 16th October, 1900.

### (37.) AUCKLAND TANNERS.

Under "The Industrial Conciliation and Arbitration Act, 1900." Before the Board of Conciliation in the Northern Industrial District.—In the matter of an industrial dispute between the Auckland Master Tanners' Association and Frank Gittos and the Auckland Beamsmen's Industrial Union, and of a reference thereof for settlement.

THE Board, having heard evidence in the above case, recommend as follows:—

1. That the working-hours shall not exceed forty-eight. The week to end at 12 o'clock noon on Saturday.

2. That all competent journeymen (beamsmen) shall be paid a weekly wage of £2 5s. A beamsman is one who performs the work of unhairing, scudding, and fleshing hides. It is recommended that beamsmen's labourers be allowed to fill up spare time unhairing hides. Employers to have the option of working on a piece bill, such piece bill to be arranged with the Auckland Beamsmen's Industrial Union of Workers.

3. That all wages be paid in full.

4. That all work performed on statutory holidays be paid for at the rate of time and a quarter.

5. That all overtime be paid for at the rate of time and a quarter.

6. That apprentices may be employed in the proportion of one to every three or fraction of three journeymen who have been employed two-thirds full time during the previous six months. The wages of such apprentices to be—£1 per week for the first year, £1 5s. for the second year, £1 10s. for the third and last year. The term of apprenticeship to be for three years. All apprentices to be boys working in sheds at present and not indentured to be bound for the remainder of their time up to three years' full service.

7. That only journeymen beamsmen and apprentices shall be recognised.

8. That no youth be employed as an improver after having served three years at the trade. That any case of hardship to an apprentice, such as an employer retiring from business, dying, or otherwise, by which he is unable to complete his full term, then that such an apprentice may be bound to another employer to complete his full term of three years' service.

9. That in the case of any beamsmen who, from old-age, infirmity, or incompetency, may be unable to earn the minimum rate of wages, his wage shall be fixed by a committee consisting of two members of the Employers' Association and two members of