

(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

the Auckland Beamsmen's Union. In the event of this committee failing to come to a decision, the matter shall be referred to the Chairman of the Auckland Board of Conciliation, whose decision shall be final.

10. That members of the Auckland Beamsmen's Industrial Union of Workers shall have preference of employment.

11. That this industrial agreement shall commence on the 7th day of January, 1901, and shall be binding for a period of two years from that date.

A. H. COLLINS, Chairman.

Auckland, 5th December, 1900.

### (38.) HIKURANGI COAL-MINERS.

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 Hikurangi Coal Company, the Hikurangi Collieries (Limited), the Ngunguru Coal-mines (Limited), and the Kiripaka Coal Company (Limited), and the Hikurangi Coal-miners' Industrial Union of Workers, and of a reference thereof for settlement.

THE BOARD, having examined witnesses and heard evidence in the above case, recommend as follows:—

1. That the hours of labour for all underground workers in the Hikurangi Coal Company shall be as follows: That the men leave the surface at 7.45 a.m. and leave the face at 4 p.m., and at 3 p.m. on Saturdays.

That the hours of labour for all underground workers in the Hikurangi Collieries (Limited) be as follows: That the men leave the surface at 6.45 a.m. and leave the face at 3 p.m., and at 2.30 p.m. on Saturdays.

That in the case of the Ngunguru Coal-mines (Limited) and the Kairipaka Coal Company (Limited) the hours of labour for all underground workers shall not exceed forty-seven per week, but that the hours of commencing and leaving off work may be varied to suit the special local circumstances.

2. That the places be drawn for every three months in the following order: The manager to divide the mine into districts, and number the places in each district in consecutive order; the man drawing the last or highest number in any district must be the first to shift from that district. If there be more than one man to shift from any district at one time, they cavil for the fresh places; the truckers to cavil for places same time as general cavil.

3. Should the manager have any special work inside the mine he must call for volunteers, to be approved by the manager, three clear days before a cavil.

4. That should the manager require to double-shift any bord, the man in the bord to choose his mate within two days after having notice from the manager; and should he fail to find a mate