

(42.) WELLINGTON BUTCHERS.

No. 29.—Under “The Industrial Conciliation and Arbitration Act, 1894,” and its amendments.

Before the Board of Conciliation, in the Wellington Industrial District.—In the matter of an industrial dispute between the Wellington Operative Butchers’ Union of Workers and John Atkinson, Cuba Street; Frederick Anstey, Kilbirnie; Barber and Co., Lambton Quay; Richard Douglas Bengé, Aro Street; John Borthwick, Upper Adelaide Road; Henry Leonard Bryenton, Riddiford Street; John Thomas Carter, Riddiford Street; Jesse Chittendon, Kaiwarra; James Cartmer, Crawford Street; George Cotton, Constable Street; Andrew Jaffray Duncan, Ellice Street; William John Garrett, Molesworth Street; Gear Meat Company, Head Office, Lambton Quay; Frederick Gilbert, Tory Street; Alfred Fewn Guy, Tasman Street; Alfred George Haines, Aro Street; Edwin George Holloway, Tory Street; Charles H. Henderson, Taranaki Street; Walter Clements Hampton, 42, Majoribanks Street; Robert Henry Johnson, Tinakori Road; Edward Lee Kirkland, Pirie Street; William Killeen, Tory Street; Charles Edward Luxford, Riddiford Street; Edward Minifie, Riddiford Street; Thomas Young Montague, Adelaide Road; Hugh McCartney, Courtenay Place; Henry Parker, Berhampore; Sparks Philp, Cuba Street; Moses Orm Rigarsford, Molesworth Street; John Rod, Courtenay Place; George Frederick Raven, Rhodes Street; John Joseph Robinson, Makara; Sapsford and Son, Ngahauranga; Charles Swiney, Adelaide Road; Samuel Smith, Cuba Street; David Taylor, Wadestown; Waingawa Meat Company (Walter Elias Wood, manager), Manners Street; Wilton and Edie, Courtenay Place; George Robert Wilton, Adelaide Road; Edward William Wilton, Willis Street; Walter John Wilton, Willis Street; Alfred Ernest Wilton, Brooklyn; Whitworth Brothers, Cuba Street; and Robert Bryant, Tory Street, butchers; and of a reference thereof for settlement.

The Board, having taken a great amount of evidence, heard argument, and very carefully considered the same, doth hereby make the following recommendations on the matters in the dispute:—

1. That the following shall be the rates of pay, viz.: First shopman, £3 and meat, and found; or, if not found, 10s. added per week. Second shopman, £2 7s. 6d. and meat, and found; or, if not found, 10s. added per week. Third shopman, £2 and meat, and found, or, if not found, 10s. added per week. First small-goods man, £3 and meat, and found; or, if not found, 10s. added per week. Second small-goods man, £1 15s. and meat, and found; or, if not found, 10s. added per week. Hawking-carts and order-carts: Each employer may employ one person, to be paid £1 10s. and found; or, if not found, 10s. added per week, to have charge of one

of these carts, provided the amount of meat sold from the cart does not exceed sixty pounds in value per month, but only one employé may be employed by each or any one employer at that rate of pay. For men on other of the hawking-carts and order-carts the following shall be the rates of pay: On carts doing trade to the amount of £70 and under, £1 15s. and meat, and found; or, if not found, 10s. added per man per week. On carts doing trade from £70 to £80 per month, £2 and meat, and found; or, if not found, 10s. added per man per week. Carts doing trade to over £80 per month, £2 5s. and meat, and found; or, if not found, 10s. added per man per week. Riders-out in charge of a round, £1 7s. 6d. and found; or, if not found, 7s. 6d. added per week. A competent general hand able to do an average day's work in a day, assisting in a shop, on a cart, or at small goods, as required, £2 2s. and meat, and found; or, if not found, 10s. added per week. A second-class general hand, who from age, infirmity, or other cause is unable to take the place of a fully competent man, £1 10s. and meat, and found; or, if not found, 10s. added per week. Casual employés shall be paid at the rate of 9s. per man per day and found, except when employed for Saturday only. When for Saturdays only 10s. and found per day shall be paid; when not found 1s. 6d per day to be added.

The following shall be the rates of pay for boys, viz.: For boys from fourteen to fifteen and a half years of age, 10s. and found; or, if not found, 7s. 6d. added per week. For boys from fifteen and a half to seventeen years of age, 15s. and found; or, if not found, 7s. 6d. added per week. For boys from seventeen to eighteen years of age, £1 1s. and found; or, if not found, 10s. added per week. For boys from eighteen to nineteen years of age, £1 7s. 6d. and found; or, if not found, 10s. added per week.

All overtime shall be paid for at the rate of time and a half.

All work done on Sundays, except ordinary stable-work, shall be paid for at double the rate for other days.

2. The following holidays shall be paid for, viz.: New Year's Day, Good Friday, Easter Monday, Queen's Birthday, Labour Day, Prince of Wales Birthday, Christmas Day, and Boxing Day. All compulsory work, except ordinary stable-work, done on these or either of these days shall be paid for at the rate of time and a half.

3. The number of boys employed shall not exceed one to each shop, and, in addition, one to each four men employed by the employer employing the boy or boys.

4. Where an employé be regularly employed in a shop he is to be classed as first shopman.

5. A small-goods man is to be solely employed at small goods, or else he must rank as a general hand.

6. The following shall be the hours of employment—viz.: On Mondays, Tuesdays, Thursdays, and Fridays, from 6 a.m. to 5 p.m., in which a half-hour shall be allowed for breakfast and an hour for

dinner; on Wednesdays, from 6 a.m. to 1 p.m., in which a half-hour shall be allowed for breakfast; on Saturdays, from 6 a.m. to 9 p.m., in which shall be allowed a half-hour for breakfast, an hour for dinner, and an hour for tea, but this arrangement for Saturdays shall not interfere with the usual custom of allowing some of the men to have a few hours off on Saturdays when the men are not required for work in the shop. On the day before a whole holiday the hours shall be extended to 8 p.m., and on that day a half-hour shall be allowed for breakfast, an hour for dinner, and an hour for tea.

7. That employers shall employ members of the Wellington Operative Butchers' Union of Workers in preference to non-members, provided there are members of the union who are equally qualified with non-members to perform the particular work required to be done, and ready and willing to perform it. When non-members are employed there shall be no distinction between the members and non-members; both shall work in harmony, and both shall work under the same conditions, and receive equal pay for equal work.

8. That during the operation of the next preceding section the entrance-fee of the union shall not be raised above the rate at present specified in the union's rules.

9. That where meat is allowed under the provisions of any of the foregoing sections the quantity in each case shall be to the amount of five shillings worth at the current cash rates paid over the counter.

10. The foregoing rates of wages shall in every instance be the minimum.

11. An industrial agreement is to be drawn up embodying these clauses, and to be left at the office of the Clerk of Awards for signature on or before the 26th June, 1900. If this be not done, or, having been done, the agreement is not signed by the parties by 12 o'clock noon of the 2nd July, 1900, the Chairman shall file a report that the Board has been unable to bring about a settlement.

12. That this agreement be binding upon all the parties until the 1st July, 1902.

JOHN CREWES, Chairman.

Wellington, 22nd June, 1900.