

(62.) DUNEDIN BAKERS AND PASTRYCOOKS.

THIS agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," this 28th day of September, 1900, between the Dunedin Bakers and Pastrycooks' Union, being an industrial union of workmen registered under the Industrial Conciliation and Arbitration Act, and the Master Pastrycooks of Dunedin and district (hereinafter called "the employers"), witnesseth that it is hereby mutually agreed by and between the said union and the said employers as follows:—

1. That the hours of labour be fifty-one per week.
2. That the hour of starting work shall not be earlier than 6 a.m. on Tuesday, Wednesday, Thursday, and Friday, terminating at 4 p.m., half an hour for breakfast and one hour for dinner. On Monday and Saturday start work at 5 a.m., terminating at 2 p.m., with half an hour for breakfast. In event of the foreman in any shop finding 5 a.m. too late, on Monday only he may start at 4 a.m.
3. If overtime is required, time and a quarter shall be paid up to 8 p.m., time and a half up to 10 p.m., on Tuesday, Wednesday, Thursday, and Friday; on Monday, time and a quarter up to 7 p.m.; 9 p.m., time and a half. No work shall be done after the hours of 9 and 10 p.m. except in cases of emergency, when double time shall be paid. Hot-cross-bun night, double time shall be paid from 6 p.m. In shops where men have to go back on Saturday evenings they shall go back at 5 p.m., but will cease work at 9 p.m., and for the four hours they shall be paid at the rate of time and a quarter.
4. Each man shall be allowed six days' holiday each year, with full pay; also Christmas and Good Friday. In the event of a man not being able to get his holidays, his employer shall pay him double time for the holidays worked. In the event of any man leaving his employment before he has received his holiday, he shall be paid *pro ratio* according to time worked.
5. Apprentices must serve five years, not to be indentured; but nothing less than twelve months in one shop to count part of the five years. If an employer shall from any unforeseen cause be unable to fulfil his obligations to an apprentice, it shall be lawful for such apprentice to complete his term with another employer, notwithstanding that such employer has already the full number of apprentices allowed by these conditions.
6. That the proportion of apprentices be as follows: One boy to one man; two apprentices to two men; three apprentices to three men; no more apprentices allowed. That no apprentice be allowed to drive cart or deliver messages, except from the bakehouse to the shop, and he shall be paid the following wages: 7s. 6d. first half-year, with a rise of 2s. 6d. every six months; 10s. second half-year; 12s. 6d. third half-year; 15s. fourth half-year; 17s. 6d. fifth half-year; £1 sixth half-year; £1 2s. 6d. seventh half-year; £1 5s. eighth half-year; £1 7s. 6d. ninth half-year; £1 10s. tenth half-year.

If overtime is required, he shall be paid 6d. per hour for the first three years' apprenticeship; for the remaining two years he shall be paid per rate of wages.

7. In the event of an inferior tradesman, his wages shall be settled by a tribunal of two men from the union and two of the employers. Providing that no amicable settlement can be arrived at, then the Chairman of the Conciliation Board shall definitely decide what the wage shall be.

8. That the rate of wages paid to pastrycooks shall be as follows: Foreman, £3 per week; second hand, £2 10s.; table-hand, £2 5s. Wages to be paid every Saturday on the termination of the day's work.

9. That preference of employment shall be given to members of the union.

10. Jobbers shall be paid 10s. per day; £2 10s. if engaged for the week.

11. That a copy of this award be hung in every pastrycook's bakehouse.

12. That this agreement shall come into force on the 1st October, 1900, and shall continue in force until the 31st December, 1901.

Signed on behalf of the union—

JAMES TAYLOR, President.

WILLIAM McCRONE, Secretary.

Signatures of employers—

James Brown, Wm. Wood, Searle and Eberhardt, John Hopkins, Gilbert Stratton, Edward Aldred, J. Jacob Helmkey, Samuel Wotton, jun., Geo. Purches, Findlay and Cleland.

(63.) DUNEDIN RANGE-WORKERS.

THIS agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," this 22nd day of October, 1900, between the Dunedin Range-workers' Industrial Union of Workers on the one part, and Messrs. H. E. Shacklock and Co., Barningham and Co., and Brindsley and Co., range-makers, of Dunedin, on the other part, is to observe the following conditions of labour:—

1. The number of working-hours per week shall not exceed forty-eight, four hours only to be worked on Saturday, and not more than ten hours' ordinary time to be worked on any one day.

2. Extra time may be worked when required, and shall be classed and paid for as overtime at the following rates: Time and a quarter for the first two hours; time and a half for every subsequent hour. Double time shall be paid for all work done on Sundays, New Year's Day, Good Friday, Easter Monday, Sovereign's birthday, Labour Day, and Christmas Day.

3. The minimum rate of wages for range fitters and polishers shall be 9s. per day; and for body-fitters and machinists shall be 8s. per day.