

# DISPUTES

UNDER THE

## INDUSTRIAL CONCILIATION AND ARBITRATION ACT

(FROM 1ST JULY, 1901, TO 31ST DECEMBER, 1902).

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### NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

#### (43.) AUCKLAND BAKERS.—RECOMMENDATIONS.

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 Robert Barber and others and the Auckland Operative Bakers' Union, and of a reference thereof for settlement.

THE Board of Conciliation, having taken into consideration all matters arising out of the above dispute, do hereby recommend as follows:—

1. That nine hours and one half-hour shall constitute a day's labour, including one half-hour for breakfast and one hour for sponging.

2. That the rate of wages shall be as follows: Foremen, not less than £3 per week; second hands, not less than £2 10s. per week; other hands, not less than £2 5s. per week. All hands to receive dry pay.

3. That tradesmen not fully competent by reason of age or physical weakness may be employed at such wage as may in each case be settled between a representative appointed by the union and the employer.

4. That overtime shall be paid at the rate of time and a quarter for the first four hours and time and a half afterwards.

5. That employers shall be allowed to employ one apprentice for every two *bonâ fide* journeymen. Any employer who works at the trade shall for this purpose be considered a journeyman. Each apprentice shall be indentured for a period of four years, but arrangements between employers and apprentices existing at the time of the filing of these recommendations shall not be prejudiced; provided that any country master baker who may employ one journeyman, and whose place of business is situated outside a radius of six miles from the Auckland Post-office, shall be allowed to employ one apprentice. If any 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, and

such employer may take and shall employ such apprentice notwithstanding that he has already the full number of apprentices allowed by these conditions.

6. That jobbers be paid 10s. per day, and 5s. for a half-day, and in no case shall be paid for less than a half-day. Overtime to be paid as per clause 4.

7. That Sunday sponging shall cover all statute holidays — namely, New Year's Day, Anniversary Day, Easter Monday, Sovereign's birthday, Prince of Wales's Birthday, Christmas and Boxing Days. If workmen are required to work on these holidays they shall be paid at the rate of time and a half.

8. That no carter shall be employed in any bakehouse. The respective positions of a baker and a carter shall be kept separate; either an employee must be a *bonâ fide* baker or *bonâ fide* carter, but a baker may deliver bread so long as he does not work more than the prescribed hours.

9. That when the rules of the Auckland Operative Bakers' Industrial Union of Workers shall permit any person of good character and sober habits now employed in this industrial district, or who may hereafter reside in this industrial district, who is of good character and sober habits, and who is a competent workman, to become a member of such union upon payment of an entrance fee not exceeding 5s., and of subsequent contributions, whether payable weekly or otherwise, not exceeding 6d. per week, upon a written application of the person so desiring to join the Bakers' Union, without ballot or other election, then and in such case and thereafter employers shall employ members of the union in preference to non-members, provided that there are members of the union equally qualified with non-members to perform the particular work required to be done and ready and willing to undertake it; provided that this clause shall not interfere with engagements subsisting between employers and non-unionists at the time of the making of these recommendations. When members of the Bakers' Union and non-members are employed together there shall be no distinction between members and non-members, and both shall work together in harmony, and shall receive equal pay for equal work.

10. That in case of any question arising as to the interpretation of anything herein contained, or as to any matter not herein provided for, such question shall be referred to a committee consisting of five representatives chosen by the workers' union (to be appointed within twenty-four hours of the service on the secretary or president of the union of such notice in writing by any employer calling for such appointment), and a like number of representatives on behalf of the other party or parties interested (to be appointed within twenty-four hours of the service on such party or parties of a notice in writing by the secretary or president of the union calling for such appointment). Every question before such committee shall be decided by the majority of the votes of the committeemen considering it. The chairman shall have one vote only, and in case of

an equality of votes the question shall be submitted by the committee to the Chairman of the Conciliation Board of the district, who shall decide such question. If such committee, or the Chairman of the Conciliation Board if the question be submitted to him, shall fail to give a decision on any matter referred to it or to him, as the case may be, within ten days from the service of the last of such notices on the secretary or president of the workers' union on the one part, or the other party to be affected on the other, then either party shall be at liberty to deal with such question as if this clause had not been inserted herein. If such committee, or the Chairman of the Conciliation Board if the question be submitted to him, shall within the said period of ten days give its or his, as the case may be, decision on such question, then such decision shall be final and conclusive as between the workers' union and every member thereof on the one hand, and any employer who appointed representatives on such committee on the other.

11. That these recommendations come into force on the 1st August next, and remain in force until the 31st March, 1904.

A. H. COLLINS, Chairman.

Supreme Court, Auckland, 1st July, 1901.

(44.) AUCKLAND CURRIERS.—RECOMMENDATIONS.

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 Frank Jagger and Co. and others and the Auckland Carriers' Industrial Union, and of a reference thereof for settlement.

THE Board of Conciliation, having taken into consideration all matters arising out of the above dispute, and having taken evidence and heard arguments, do hereby recommend as follows:—

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

2. That all competent journeymen carriers other than those engaged on piecework rates shall receive not less than £2 10s. per week, which shall be the minimum.

3. That all wages shall be paid in full.

4. That all overtime shall be paid at the rate of time and a quarter.

5. That only two classes of workers shall be recognised—viz., journeyman carriers and apprentices—except as provided in clauses 8 and 9.

6. That all statutory holidays shall be observed, but if it is found necessary to work time and a quarter to be charged. When carriers express a desire to work on the statutory holidays they shall receive only the usual time allowance.

7. That apprentices be employed at the rate of one to every three journeymen or fraction thereof, provided such journeymen shall have been employed in any one shop constantly for the previous nine months. All such apprentices to be legally in-