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(45.) AUCKLAND FLOUR-MILLERS.—AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," between the Auckland United Flour-mill Employees' Industrial Union of Workers, a union of workers duly incorporated and registered, of the first part, the Northern Roller Milling Company (Limited) of the second part, Bycroft and Company (Limited) of the third part, and

Samuel Carey Brown of the fourth part, witnesseth that the several parties hereto agree that the hours, terms, and conditions of employment to be observed in and in connection with the mills worked and the business of millers carried on by the parties hereto of the second, third, and fourth parts shall be as follows:—

1. *Hours of Employment.*—(a.) Where the mill works one shift only the day's work shall commence at 7.40 a.m. and last until 5 p.m. (with one hour off for each person employed for meals) on every working-day of each week except Saturday, on which day the day's work shall cease at noon.

(b.) Where the mill works two shifts the first shift shall commence work at 7.40 a.m. and finish work at 5 p.m. (with one hour off for each person employed for meals) except on Saturday, on which day work shall cease at noon, and the second shift shall commence work at 5 p.m. and finish work at 2.12 a.m.

(c.) Where the mill works three shifts the first shall be from midnight to 8 a.m., the second from 8 a.m. to 4 p.m., and the third from 4 p.m. to midnight on every working-day in each week except Saturday, on which day the second shift shall commence work at 8 a.m. and finish work at 2 p.m., and the third shift shall commence work at 2 p.m. and finish work at 6 p.m.

Provided always that in any mill which works three shifts the owner or manager thereof and the workers employed therein may make any agreement as to the hours of work in lieu of those hereinbefore specified, but so that, except as to storemen and the man or men whose duty it is to get up steam, no such worker shall, without being paid overtime, work more than forty-six hours in any one week.

The several provisions contained in the schedule hereto attached shall be deemed to form part of and be incorporated in this agreement.

This agreement shall take effect from the 22nd day of July, 1901, and shall expire on the 1st day of September, 1902.

In witness whereof the several parties hereto have duly executed these presents this 19th day of July, 1901.

Sealed with the seal of the said union of  
workers, and signed by two members of the  
committee of such union, in the presence  
of—

John G. Walsh, Secretary.

PETER VIRTUE,  
Secretary and Manager, Northern Roller  
Milling Company (Limited).

Witness—R. Mitchell, Accountant, Devonport.

JAMES HUME,  
Manager, Bycroft (Limited).

Witness—John Fraser, Accountant.

Per pro S. C. BROWN.  
A. T. BROWN.

Witness—J. B. Hoyes, Miller, North Shore.

## SCHEDULE.

2. *Overtime*.—All work done exceeding eight hours in any twenty-four hours shall, subject to the preceding provisions respecting storemen and the men whose duty it is to get up steam, be deemed to be overtime, and shall be paid for as follows: Time and a quarter shall be paid for the first two hours; time and a half for the second two hours; after the second two hours double time shall be paid. All work done on Sundays and on holidays shall be paid for at the rate of double time.

3. *Holidays*.—The following days shall be observed as holidays: New Year's Day and 2nd January, Good Friday, Easter Monday, the Sovereign's birthday, Labour Day, and Christmas Day.

4. *Boys and Apprentices*.—The number of boys or apprentices employed in any flour-mill shall not exceed one to three or fraction of the first three men. The number of boys or apprentices employed in any oatmeal-mill shall not exceed two to one man employed in the department.

5. *Preference to Union Men*.—The members of the union shall be employed in preference to non-members, provided there are members of the union who are equally qualified with the non-members to perform the particular work required to be done, and are ready and willing to undertake it; provided this shall not involve the dismissal of any man now in the service of any mill-owner, who may continue to employ any such man though not a member of the union.

6. *Terms of Service*.—Men are to give or receive a week's notice of leaving the service or of dismissal unless dismissed for cause.

7. *Scale of Wages*.—The following shall be the minimum rate of wages to be paid by the employers to the workmen: Roller-men or shift-millers, 1s. 1d. per hour, minimum rate; oatmeal and barley millers, 1s. 1d. per hour, minimum rate; purifier-man (the man in charge of purifier and flour-dressing machinery), 10½d. per hour, maximum rate; smutterman (the man in charge of wheat-cleaning machinery), 11d. per hour, minimum rate; kilnman, 11d. per hour, minimum rate; head storeman (the man who is responsible for receiving and delivering goods), 1s. 1½d. per hour, minimum rate; second and other storeman (to help head storeman in general work), 10½d. per hour, minimum rate; packerman, 10½d. per hour, minimum rate; men in charge of engine-room, 1s. 2d. per hour, minimum rate; second and third engine-drivers, 1s. per hour, minimum rate. When steam auxiliary power is used, provided that the engine does not exceed 10-horse power nominal, a second engine-driver shall be considered as competent and sufficient. Boys and apprentices: For first six months, 10s. per week; for second six months, 12s. per week; for third six months, 15s. per week; for fourth six months, 18s. per week; for fifth six months, £1 1s. per week; for sixth six months, £1 4s. per week; for seventh six months, £1 7s. per week; for eighth six months, £1 10s. per week; for ninth six months, £1 13s. per week; for tenth six months, £1 16s. per week.