

(41.) AUCKLAND IRONMOULDERS.

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 B. Beaney and Sons and others and the Auckland Ironmoulders' Industrial Union, and of a reference thereof for settlement.

THE Board, having heard evidence in the above dispute, recommend as follows:—

1. That forty-seven hours constitute a week's work—viz., eight hours and a half on five days and four hours and a half on Saturday.

2. That the minimum wage paid to journeymen ironmoulders shall be 1s. 3d. per hour; range-plate and agricultural-machinery workers and brass-moulders, 1s. 1½d. per hour.

3. That any journeyman who may consider himself incapable of earning the minimum wage fixed for his employment under these recommendations may be paid such less sum, if any, as shall from time to time be agreed upon in writing between the employers and the president or secretary of the Workers' Union; in default of such agreement, after twenty-four hours' notice in writing by such journeyman to the secretary of the Workers' Union, as shall be fixed by the Chairman of the Conciliation Board for the industrial district upon application of such workman, after twenty-four hours' notice to the secretary of the Workers' Union, who shall, if desired by him, be heard by such Chairman on such application. Any journeyman whose wages shall have been so fixed may work and may be employed by any employer for such less wages for the period of six calendar months thereafter, until fourteen days' notice in writing shall have been given to him by the secretary of the Workers' Union requiring his wages to be again fixed in the manner prescribed in this clause.

4. That overtime be paid for at the rate of time and a quarter, each day to stand by itself; and that double time be paid for Sun-

days, Christmas Day, New Year's Day, Sovereign's birthday, Good Friday, and Anniversary Day.

5. That all boys working in any branch of the trade shall be legally indentured as apprentices for the term of six years, but every boy so employed shall be allowed three calendar months' probation prior to being so indentured. The proportion of apprentices to journeymen shall be one apprentice to two journeymen or fraction of the first two. For the purpose of determining the proportion of apprentices to journeymen, in taking any new apprentices the calculation shall be based on a two-thirds full-time employment of the journeymen employed for the six previous calendar months. Arrangements between employers and apprentices existing at the time of the coming into operation of these recommendations shall not be prejudiced, but any employer then employing any apprentice under any verbal agreement must procure such apprentice to be duly indentured within three calendar months thereafter. If any employer shall from any unforeseen cause be unable to fulfil his obligation to an apprentice, it shall be lawful for such apprentice to complete his term with another employer, and such employer may take and employ such apprentice notwithstanding that he has already the full number of apprentices allowed by these recommendations. That the wages paid to such apprentices shall be 5s. per week for the first year, 7s. 6d. per week for the second year, 10s. per week for the third year, 13s. 6d. per week for the fourth year, 17s. 6d. per week for the fifth year, £1 2s. 6d. per week for the sixth year. Core-boys, when exclusively employed as such, shall be exempted from this clause.

6. That any journeyman moulder who may desire to work in any factory upon piecework may work in such factory upon such terms and conditions as to pay and otherwise as shall be agreed upon in writing between an employer and the secretary or president of the Workers' Union; and, in default of such agreement after twenty-four hours' notice given by such journeyman to the secretary of the Workers' Union, as shall be fixed by the Chairman of the Conciliation Board for the industrial district, upon the application of such journeyman after twenty-four hours' notice in writing to the secretary of the Workers' Union, who shall, if desired by him, be heard by such Chairman on such application.

7. That, except as provided in clause 6, no piecework or sub-contracting shall be allowed in the trade.

8. That only two classes of workers shall be recognised—viz., journeymen and apprentices.

9. If and after the union shall so amend its rules as to permit any person now employed in the trade in this industrial district, and any person who may hereafter reside in this industrial district, and who is a competent journeyman, to become a member of such union upon payment of an entrance fee not exceeding 5s., and of subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, upon a written application of the person so

desiring to join such union, without ballot or other election, and shall give notice in writing of such amendment, with a copy thereof, to the employers, and shall also publish a notice of such amendment, with a copy thereof, in the Auckland *Herald* and *Star*, then, and not till then, and in such case and thereafter employers shall employ members of the union in preference to non-members, provided 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; but this shall not compel an employer to refuse employment to any person now employed by him.

10. That these recommendations shall come into force on the 8th day of June, 1901, and shall continue in force until the 8th day of June, 1903.

A. H. COLLINS, Chairman.

Supreme Court, Auckland, 4th April, 1901.

(42.) AUCKLAND (WAIHI) GOLD-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 Waihi Gold-mining Company and others and the Thames Miners' 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, recommend as follows:—

1. That the week's work consist of forty-six hours for men working day-shifts and afternoon-shift, and forty-seven hours for men working night-shift, including crib-time. Work to commence at 1 p.m. on Monday and cease at 8 p.m. on Saturday. The week's work for all surface-men not working shifts to consist of forty-seven hours actual work, exclusive of crib-time. In batteries a shift shall be eight hours, inclusive of crib-time, and work shall commence at midnight on Sunday and cease at midnight on Saturday.

2. That the minimum rates of pay be as follows:—Mines: Winders, 9s. 6d.; engine-drivers (pumping) requiring first-class certificates and working shifts, 10s.; other engine-drivers requiring first-class certificates and working shifts, 9s. 6d.; miners in stopes and drives, 8s. 4d.; miners in shafts, 9s. 4d.; miners in rises, 8s. 6d.; miners in winzes, 8s. 6d.; men in charge of rock-drills, 9s. 4d.; chamber-men, 8s. 4d.; brace-men, 8s. 4d.; mullockers, 7s. 10d.; blacksmiths, 9s. 6d.; carpenters, 9s. 6d.; timber-men, 9s.; firemen working shifts, 8s. 4d.; tool-sharpeners, 8s. 4d.; truckers, 7s. 6d.; surface-labourers, 7s. 10d.; pit and pump men, 11s.; fitters, 10s. Battery Employés: Wet batteries, cyanide plants, and kilns—deputy shift-bosses, 8s. 6d.; kiln-hands and firewood-hands, 8s.; stamper-hands, 8s.; amalgamator, 9s.; crusher-men, 9s.; feeders,