

## (46.) NORTH AUCKLAND TIMBER-WORKERS.—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 the Kauri Timber Company and others and the North Auckland Timber-workers' 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 forty-seven hours constitute a week's work.
2. That all clocks be kept at Auckland mean time. That employers and employees mutually agree upon starting-time in the morning. That ordinary work cease not later than 5 p.m. on Mondays to Fridays inclusive in each week, and 12 noon on Saturdays.
3. That all overtime worked be paid for at the rate of time and a quarter for the first two hours and time and a half for any further overtime in connection with the actual running of a mill. All other overtime on ordinary working-day to be paid for at the rate of time and a quarter; provided that no employee receiving a constant weekly wage shall be entitled to claim overtime.
4. That men employed on day and night shifts shall be changed each week, so that the men, except the men in charge, shall only be required to work at night on alternate weeks, unless the men on the night-shift themselves elect to do otherwise.
5. That New Year's Day, Good Friday, Easter Monday, Sovereign's birthday, Christmas Day, and Boxing Day shall be observed as holidays. Workers in country mills shall also be entitled to claim a further seven days between the 26th day of December in one year and the 8th day of January in the year following. That time and a half be paid for work done on Sundays and holidays, except in the case of necessary repairs to plant and machinery, which shall be paid for at ordinary rates, but in no case less than 1s. per hour. Watchmen engaged on Sundays and holidays shall not be entitled to overtime rates.
6. That wages be paid weekly in town mills, and fortnightly in country mills; two days shall be allowed in town mills, and three days in country mills, to make up the time-sheets. Payments to be made within thirty minutes of leaving-off time. No accounts shall be presented to any worker at the office at which payment is made.
7. That all deductions from wages for lost time shall be made on the basis of a full week's pay for forty-seven hours' work.
8. That any worker who may be considered incapable of earning the minimum wage fixed for his employment may be paid such less sum, if any, as shall from time to time be agreed upon in writing between such worker and employer and a representative of the workers' union, and, failing any agreement being come to, the Chairman of the Conciliation Board shall decide.

9. That the number of workers employed at such reduced rate of wage shall not exceed one such man to every three men employed at the full rate of wages.

10. That the wages of boys under sixteen years of age shall be not less than 10s. per week; boys sixteen years of age to receive 15s. per week; seventeen years of age, 18s. per week; eighteen years of age, £1 2s. 6d.; nineteen years of age, £1 7s.; twenty years of age, £1 13s. That boys under eighteen years of age shall not be allowed to work at any emery-wheel, or at circular saws the diameter of which exceeds 17 in.

11. That the following shall be the minimum rate of wages paid: Head-men at breaking-down saws, 8s. per day; tail-men at breaking-down saws, 7s.; head-men at first circular saws, 8s. 6d.; tail-men at first circular saws, 7s. 6d.; head-men at second circular saws, 8s.; tail-men at second circular saws, 7s.; head-men at first drag-benches, 7s. 6d.; tail-men at first drag-benches, 6s. 6d.; head-men at second drag-benches, 7s.; tail-men at second drag-benches, 6s.; head-men at recutter saws, 7s. 6d.; tail-men at recutter saws, 6s. 6d.; men in charge of deal-frame or gang-saw, 6s. 8d.; wedger at first circular saws, 6s. 6d.; men in charge of two deal-frames or gang-saws, 7s. 6d.; men in charge of jigger-saw or log-frame, 7s.; men in charge of two jigger-saws or log-frames, 8s.; log-getters, 6s. 8d.; men in charge of main goose-saws, 7s.; men in charge of second goose-saws, 6s. 4d.; saw-doctor, £3 per week; saw-sharpener (who does not hammer), £2 5s. per week; slipmen, 7s. per day; slip-truck stackers, 7s.; ordinary yardmen, 6s. 6d.; horse-drivers, 7s.; slab-men, 6s. 6d.; sawdust-men, 6s. 8d.; shavings-men, 6s. 6d.; engine-drivers requiring first-class certificates, 8s. 4d.; engine-drivers requiring second-class certificates, 8s.; stokers, 7s.; blacksmiths, 9s.; blacksmiths' strikers, 6s. 6d.; head mill-carpenters, 9s.; second mill-carpenters, 8s. 6d.; yard foreman, 8s. 4d.; tally clerks, 7s.; first machinists who make their own knives and irons, 9s.; machinists who set up their own machines, 7s. 6d.; second engineers, being qualified tradesmen, 9s.; planing-machine feeders, 6s. 6d.; dressed-timber sorters, 7s.; watchmen (per night of eight hours), 6s.; head order-man, 8s. 4d.; other order-men, 7s. 4d.

12. That so soon as the rules of the North Auckland Industrial Union of Timber-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 the 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 North Auckland Industrial Union of Timber-workers, 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 North Auckland Industrial Union of Timber-workers 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.

13. That these recommendations shall come into force on the 1st day of November, 1901, and remain in force until the 31st day of October, 1904.

A. H. COLLINS, Chairman.

Supreme Court, Auckland, 23rd July, 1901.

#### (47.) AUCKLAND CARTERS.—RECOMMENDATION.

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 J. J. Craig and others and the Auckland Carters' 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. *Hours of Labour*.—A week's work shall be forty-eight hours, exclusive of the dinner-hour and the time required for the necessary attendance of horses and stable-work; but in the case of the night-soil-men fifty-six hours shall constitute a week's work for drivers, including stable-work (if any), and forty-eight hours for day-men.

The working-hours shall be regulated according to the special requirements and circumstances of each trade or business.

2. *Rate of Wages*.—That, except where otherwise provided in these conditions, competent carters in constant employment shall be paid the following minimum weekly wages: For those driving and attending a single horse, the weekly minimum wage of £2 2s.; for those driving and attending two horses and more, the minimum of £2 6s.

"Constant employment" means employment by the week, in which no time is deducted from the men for wet or bad weather or holidays, or for any cause other than their own default.

Bakers: That the minimum weekly wages paid to men shall be £2 2s. for a delivery of not less than 220 loaves, and £2 for a delivery of less than that number.

Grocers, Confectioners, Bacon-curers, and Laundries: That where an employer keeps only one cart, the minimum wage for the driver, being a man, shall be £2; but where more than one cart is kept the driver of one at least must be a man, and shall be paid not less than £2 2s.