

(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.

Nightsoil-men : That two-load men be paid £2 10s. per week, and that one-load men, doing dust, and day-men be paid £2 14s. per week. That on Wednesday no dust shall be done. If men are required to work at dust on Wednesday they shall receive double pay.

Aerated-water and Cordial Manufacturers : That the minimum weekly wage paid to drivers shall be £2 5s. per week; casual drivers, 1s. 3d. per hour.

3. *Employment of Youths.*—Employers are at liberty to employ youths above the age of eighteen according to the following scale : From eighteen to nineteen years, £1 1s. per week; from nineteen to twenty years, £1 4s. per week; from twenty to twenty-one years, £1 7s. per week; from twenty-one to twenty-two years, £1 10s. per week; over twenty-two years, at full rates, unless held to come under clause 9.

4. *Special Clause for Grocers, Bakers, Confectioners, Bacon-curers, and Laundries.*—From sixteen to seventeen years, 15s. per week; from seventeen to eighteen years, 17s. 6d. per week; from eighteen to nineteen years, £1 1s. per week; from nineteen to twenty years, £1 4s. per week; from twenty to twenty-one years, £1 7s. per week; from twenty-one to twenty-two years, £1 10s. per week; over twenty-two years, at full rates, unless held to come under clause 9.

5. *Special Clause for Bakers.*—That employers may employ one boy as assistant to every *bonâ fide* driver. The said boy shall not be paid less than 10s. per week if under sixteen years of age, and, if over sixteen, according to the rates fixed in clause 4.

6. All wages shall be paid weekly.

7. *Overtime.*—That all overtime, except where otherwise provided, shall be paid at the rate of time and a quarter per hour.

That Sunday and holiday stable-work shall cover all holidays, whether statute or otherwise, including the following: New Year's Day, Anniversary Day, Good Friday, Easter Monday, Sovereign's birthday, Prince of Wales's Birthday, Christmas Day, and Boxing Day. If drivers are required to do any work on these days other than stable-work they shall be paid at the rate of time and a half per hour.

But that in the case of nightsoil-men the following holidays only shall be paid for at the extra rate—viz., New Year's Day, Sovereign's birthday, Good Friday, and Christmas Day.

That on Sunday all work except stable-work shall be paid for at the rate of double time, and only work of urgent necessity shall be done.

8. *Casual Labour.*—That casual labour shall be paid at the rate of 1s. per hour. Overtime shall be paid at the rate of time and a quarter, and shall commence after 10½ hours' work for any one day. A man shall be deemed to be a casual driver who is not employed continuously for more than one week, and shall be paid at the rate of 1s. per hour for the time necessarily occupied in

his attendance on his horse or horses. Such time for attendance is included in the said 10½ hours' work.

9. *Incompetent Workers.*—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 the employer and a representative appointed by the workers' union; and, in case of difference, as shall be fixed by the Chairman of the Board of Conciliation for the Northern Industrial District, or some member of the Board nominated by the Chairman.

10. *Special Arrangements.*—That nothing herein contained shall extend to or apply to work to be done in respect of contracts entered into with the New Zealand Government which are now in force, and which are based on tenders or agreements entered into before the 1st April, 1901.

Employers shall be at liberty to make special arrangements as to hours of labour, wages, and other conditions with drivers attending early and late trains and steamers.

Suburban carters when employed on work for farmers shall not come under the provisions of these recommendations.

Aerated-water and cordial manufacturers shall be at liberty to employ their drivers from 7 a.m. to 7 p.m. during the last three weeks of December and the first three weeks of January in each year without payment of overtime.

11. That so long as the rules of the union permit any person of good character and sober habits, and a competent driver, to become a member on payment of an entrance fee not exceeding 5s., upon his written application, without ballot or other election, and so to continue upon contributing subscriptions not exceeding 6d. per week, the employers shall employ members of the union in preference to non-members, provided that there are members of the union available, without undue delay, equally qualified to perform the particular work; but this clause shall not interfere with engagements subsisting between employers and non-unionists at the time of the making of these recommendations.

12. *Disputes.*—Any dispute arising out of matters dealt with herein shall be referred to a conference between the secretary or president of the union and the employer or his agent, and in the case of difference shall be settled by the Chairman of the Board of Conciliation for the Northern Industrial District, or some member of the said Board nominated for that purpose by the Chairman.

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

A. H. COLLINS, Chairman.

Supreme Court, Auckland, 31st August, 1901.