

(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,

7s. 6d.; press-hands, 8s.; truckers, 7s. 6d.; sluicers, 7s. 4d.; greasers, 7s. 4d.; repairers, 7s. 8d.; fitters and turners, 10s.; engine-drivers requiring first-class certificates and working shifts, 9s. 8d.; firemen working shifts, 8s.; blacksmiths, 9s. 6d.; strikers, 7s. 6d.; carpenters, 9s. 6d.; plumbers, 9s.; labourers, 7s. In dry crushing batteries all employees working in the dust to be paid 1s. per shift in addition to the rates stated above.

3. That in the case of any workman who from old age or infirmity may be unable to earn the minimum wage it shall be referred to a committee consisting of one representative of the employer and one nominee of the union, who shall fix the wages to be paid for any such person.

4. That in wet shafts six hours be the day's work.

5. That the proportion of boys employed shall not exceed one boy to every four competent miners.

6. That boys employed underground shall receive the following rate of pay: Between the age of sixteen and seventeen years, 5s.; between seventeen and eighteen years, 5s. 6d.; between eighteen and nineteen years, 6s.; between nineteen and twenty years, 6s. 6d.; between twenty and twenty-one years, 7s. 6d.

7. That no person under the age of eighteen years be placed in a responsible position as brace-man or chamber-man.

8. That, with the exception of work in connection with pumping and any breakdown of machinery, and attendance on cyanide process, overtime shall be paid at the rate of time and a quarter, and Sunday work at the rate of time and a half.

9. That in all cases in which work is to be done by contract, except under the monthly-take system, written specifications shall be provided to work by, and no company shall enter into any contract for the performance of work in or about a mine without making it a binding stipulation of such contract that the contractor shall pay to the wages-men employed by him the minimum rates of wages recommended by the Board. That 75 per cent. of the value of the work done will be paid to the contractors monthly, on the usual pay-day at the mine, on the certificate of the manager that the work has been duly completed to his satisfaction. The balance of 25 per cent. will be paid to the contractors at the next ensuing usual pay-day at the mine, provided that the contractors shall have satisfied the manager that all claims against them in respect of labour employed have been duly paid. Before each monthly pay-day the contractors shall furnish to the company a true and correct account of the moneys earned by their wages-men, which account will be paid by the company to the said wages-men and deducted from the monthly payments; and the receipts for such wages, together with the balance of the amount due to the contractors at any progress or final payment, shall constitute full payment by the company of such amount due and payable to the contractors. That in contracts under what is known as the "monthly-take system," where a contractor throws up his contract because he is

unable to make wages, payment in full shall be made for the work done.

10. That so long as the rules of the Thames Miners' Union 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 Miners' 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 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 Miners' 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.

11. That employes working in mines within a radius of four miles from a bank shall be paid their wages every fortnight in cash.

12. That Miners' Union Day be a recognised holiday.

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

A. H. COLLINS, Chairman.

Supreme Court, Auckland, 10th June, 1901.

MEMORANDUM.—That, with regard to the claim for reinstatement of the men discharged from the Waihi Mine and compensation for time lost, the Board are of opinion that this is a matter for the Court to adjudicate upon, and consequently it is not embodied in these recommendations; but the Board would suggest that the Waihi Company pay compensation to the union to the amount actually disbursed by the union in payments to the discharged men for loss of time up to date, and, with regard to the reinstatement of the men, that should be left to the discretion of the manager.
