

**(104.) CANTERBURY CYCLE-WORKERS.—RECOMMENDATIONS.**

Board of Conciliation, Canterbury District,  
Christchurch, 4th October, 1901.

SIR,—

No. 257.—Canterbury Cycle Industrial Union of Workers and Messrs. Oates, Lowry, and Co. and others.

The Board's recommendation in the above case is as follows :—

1. That forty-eight hours shall constitute a week's work—viz., eight and three-quarter hours daily for five days, between 7.30 a.m. and 5.15 p.m., and four and a quarter hours on Saturday, between 7.30 a.m. and noon. All time worked in excess of the daily hours shall be deemed overtime, and be paid at the rate of time and a quarter for the first three hours, time and a half for the second three hours, and double time after the second three hours and for Sundays, Good Friday, and Christmas Day; overtime at the rate of time and a half to be paid for following holidays: New Year's Day, Anniversary Day, Boxing Day, Labour Day, Easter Monday, birthday of reigning Sovereign, and Show Day.

2. Apprentices and journeymen shall only be recognised.

3. Apprentices shall be indentured and serve a term of five years. Six months' trial allowed before indenturing, and probation period to count. All apprentices at present employed without indentures shall be indentured for the unexpired term of their apprenticeship.

4. Apprentices shall be paid 5s. per week for the first year, 10s. per week for the second, 15s. per week for the third year, £1 per week for the fourth year, and £1 10s. per week for the fifth year.

5. The proportion of apprentices to journeymen shall be one for the shop and one to every two journeymen or fraction of the first two.

6. For the purpose of determining the proportion of apprentices to journeymen, the number of journeymen must have been employed in the factory for at least six months two-thirds full time.

7. No piecework shall be permitted.

8. The minimum wage for journeymen shall be 8s. 6d. per day. In the case of journeymen incapable of earning the minimum wage they may be paid such lesser wage (if any) as shall be agreed upon by a committee consisting of two employers and two representatives of the union, and, if they are unable to agree, by the Chairman for the time being of the Conciliation Board.

9. Employers shall employ members of the Canterbury Cycle-workers' Union in preference to non-members.

10. When members of the union and non-members are employed together, both shall work under the same conditions and receive equal pay for equal work.

11. Every employer shall keep a corrected list of journeymen and apprentices employed and wages paid to each. Such list to be open for inspection by the president and secretary of the workers' union.

An industrial agreement embodying the above conditions to be entered into between the parties interested on or before the 9th November, and to remain in force for a period of two years—*i.e.*, until the 9th November, 1903.

I have, &c.,

A. H. TURNBULL,

Chairman, Conciliation Board, Canterbury District.

The Clerk of Awards, Christchurch.

(105.) CANTERBURY RANGE-WORKERS.—RECOMMENDATIONS.

Board of Conciliation, Canterbury District,  
Christchurch, 5th October, 1901.

SIR,—

No. 256.—Christchurch Range-workers' Industrial Union of Workers and Messrs. Scott Bros. and others.

The Board's recommendation in the above case is as follows :—

1. The recognised hours of work shall be from 7.45 a.m. to 5 p.m. on five days of the week, and from 7.45 a.m. to 12 noon on the recognised factory half-holiday ; forty-eight hours to be considered a full week's work. Beyond that time overtime rates shall be paid. Should a public holiday intervene the time lost for such holiday shall be deducted from the forty-eight hours, and not from the overtime.