

(100.) OTAGO TRAMWAYS.—RECOMMENDATIONS.

In the matter of "The Industrial Conciliation and Arbitration Act, 1900"; and in the matter of a dispute between the Otago Tramways Industrial Union of Workers and the undermentioned tramway proprietors, viz.: Roslyn Cable and Electric Tramway Company; Dunedin and Kaikorai Cable Tramway Company; Mornington Cable Tramway Company; Dunedin City Corporation.

THE Conciliation Board for the Industrial District of Otago and Southland, having received the necessary proofs establishing its jurisdiction in the above matter, and having heard the parties and their evidence, and having carefully inquired into the said dispute, recommends as follows:—

That the parties to the said dispute enter into an industrial agreement for a period commencing immediately after the expiry of one month from the filing hereof, and enduring until the 24th day of October, 1902; the agreement to contain the following provisions:—

1. That the following minimum rates of wages be paid:—

On Cable and Electric Cars.—Grip-men and motor-men, not less than 8s. 6d. per day. The day not to exceed eight hours. For any

day on which that time is exceeded time and a quarter to be paid ; and on Sundays time and a quarter for one hour, and thereafter time and a half. Conductors : Not less than 7s. 6d., subject to the same conditions as in the case of grip-men and motor-men. Firemen : Not less than 8s. per day of eight hours ; overtime beyond this at time and a quarter. Engineers : Not less than £3 per week. For any week in which more than fifty-seven hours are worked 1s. 6d. overtime per hour to be paid.

On Horse-cars.—A day's work to consist of eight hours. For conductors, each day a minimum wage of 5s. per day ; for drivers, each day a minimum wage of 6s. per day. Same rate of pay on Sundays. After eight hours, for two hours' overtime at rate of time and a quarter ; afterwards time and a half. Head groom same as drivers. Stable-men same as conductors.

Dated this 23rd day of September, 1901.

FREDK. CHAPMAN, Chairman.

The reference in this dispute was filed by the union on the 24th June, and the matter was heard on the 9th September, 1901. The long delay, during which the Board was several times asked not to fix a date for hearing, was made to enable the union to obtain information from Australia. At the hearing the tramway-proprietors, for reasons stated in a written memorandum handed to the Board, declined to take any part in the proceedings. These circumstances have left the Board in the position that it has not been able adequately to consider the matter. Under the Act of 1894 the Board might have decided to send the matter direct to the Court, but this course is not open to it under the existing law. To enable it adequately to inquire into the whole matter a considerable amplification of the claim, with classified tables of hours and wages, would be necessary. To have called for or prepared them would have required more time than was available, and would have resulted in the extended time for filing the recommendations being exceeded, which might have operated unfairly in preventing either party going to the Court. Under these unsatisfactory conditions, the Board could only make the best use of the facts and evidence before it as the circumstances would admit of.

In dealing with the question of wages generally, the Board has before it evidence that on the cable-trams wages have twice been raised during the last few years, while on the horse-cars there was within this year an all-round rise of 5s. per week, equal to from 10 to 20 per cent. The general tendency of the evidence was not so much in the direction of dissatisfaction with wages as with hours and want of holidays. The subject of holidays is very difficult to deal with, as the carriage of passengers is not a matter that can be regulated as other businesses can. It is to be hoped that this matter will be carefully considered by employers.

As to the claim to allow smoking at out-station, a witness stated that if it were allowed there was a probability that men would not

keep time-table. The Board merely mentions this evidence as accentuating a conclusion which it comes to irrespective of evidence, that this is a matter coming exclusively within the authority given the local body to make by-laws for regulating the conduct and punishing the misconduct of any persons employed upon or about the tramways. The wearing of uniforms is on the same footing, while the cost of uniforms as compared with other clothing is a matter which should be comprised in the general question of wages.

Preference.—It is open to doubt whether, consistently with due exercise of the power of making regulations as to licensing drivers and conductors vested in the local authority, a tramway-proprietor can be legally bound to give preference to unionists; and, looking at the fact that the proprietors are all carriers of passengers largely in the public interest, the Board thinks that they should not be so bound.

(101.) SOUTHLAND BUTCHERS.—RECOMMENDATIONS.

In the matter of "The Industrial Conciliation and Arbitration Act, 1900"; and in the matter of a dispute between the Southland Operative Butchers' Union and the undermentioned master butchers: McKenzie and Harper, Jed Street, Invercargill; W. Wills, Tay Street, Invercargill; S. R. Merret, Cannon Street, Invercargill; A. R. Leckie, Dee Street, Invercargill; Organ and Co., Dee Street, Invercargill; D. R. Jones and Co., Clyde Street, Invercargill; T. C. Maltby, Waikiwi, Invercargill; T. Gutzewitz, Kelvin Street, Invercargill; W. Field, Tay Street, Invercargill; J. Lloyd, Kelvin Street, Invercargill; J. Humphries, Yarrow Street, Invercargill; Mrs. Warren, Bluff; Johnson and Co., Bluff; A. C. Campbell, Riverton; A. McPherson, Orepuki; H. McQuillan, Orepuki; W. Tielle, Orepuki; S. G. Inder, Gore; John Cox, Gore; James White, Gore; Robert Wyber, Gore; J. Stevenson, Gore; Craig Bros., Wyndham; — McNaughton, Riverton; Henry Mee, Wyndham; J. H. Paterson, Edendale; Irwin and Co., Mataura; Robert Winning, Mataura; John Thompson, Mataura; Taylor and Co., Woodlands; George Merrie, Wallacetown; J. Philpott, Rimu; W. Vickery, jun., Appleby; C. Williamson, Winton; C. D. Moore, Winton; A. H. Officer, Otautau; T. Steele, Otautau.

THE Conciliation Board for the Industrial District of Otago and Southland, having received the necessary proofs establishing its jurisdiction in the above matter, and having heard the parties and their evidence, and having carefully inquired into the said dispute, recommends as follows:—

That the parties to the said dispute enter into an industrial agreement for a period commencing immediately after the expiry of one month from the filing hereof, and enduring until the 1st day of September, 1903; the agreement to contain the following provisions.