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(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.

The thirty days' grace allowed by law having expired on the 24th October, and no action taken by employers or employees to refer the case to the Arbitration Court, this award became law on the 25th October, enduring until the 1st day of September, 1903.

1. *Hours of Labour*.—The hours of labour each week are to be as follows: Monday, Tuesday, Thursday, and Friday, from 7 a.m. to 6 p.m. One hour for dinner to be allowed on each day, including Saturday. Saturday, from 7 a.m. to 9 p.m., with one hour off for tea. Wednesday, from 7 a.m. to 1 p.m.

2. *Wages*.—The following wage shall be paid per week: First shopman, £3; second shopman, £2 10s.; third shopman, £2; first small-goods man, £3; second small-goods man, £2 5s.; general hands, £2 10s.; first slaughterman, £3; second slaughterman, £2; drivers of hawking-carts, £2 10s.; order-carter cutting his orders, £2; other order-carter, £1 10s.; boys under seventeen years of age, 15s.; boys over seventeen and under nineteen, £1.

Time and a half is to be paid for all work done either before or after log hours, and all work done on stated holidays is to be paid for at double the rates above provided.

3. *Boys*.—The proportion of boys employed in any shop shall not exceed one boy to every three or fraction of three men.

4. *Meat Allowance*.—All men, including order-carters not cutting orders, but excluding boys, shall receive meat to the value of 5s., otherwise 5s. shall be added to the weekly wage.

5. *Preference*.—Preference of employment shall be given to members of the union if qualified men available. When union and non-union men work together they shall receive equal wages for equal work, and shall work in harmony.

6. *Holidays*.—The following days shall be observed as holidays, and no deduction from the week's pay shall be made in respect thereof: New Year's Day, 2nd January, Good Friday, Easter Monday, the King's Birthday, Labour Day, Prince of Wales' Birthday, Christmas Day, Boxing Day, and the day of the butchers' annual picnic.

7. *Slaughtermen and General Hands*.—If called upon to slaughter on one of the designated holidays, a slaughterman or general hand shall not receive overtime pay.

A "general hand" means a man capable of taking any position in the trade.

8. *Wages paid in Cash*.—All wages to be paid in cash, without deduction, at intervals of not more than a fortnight.

9. *Incompetent Workmen*.—Any workman who considers himself, through age or infirmity, not capable of earning the minimum wage mentioned in paragraph 2 hereof may be paid such less wage as may from time to time be agreed upon in writing between any employer and the secretary or president of the union; and, in default of such agreement within twenty-four hours after such journeyman shall have applied in writing to the secretary of the union stating his desire that such wage shall be agreed upon, as shall be fixed in

writing by the Chairman of the Conciliation Board for the industrial district upon the application of such journeyman after twenty-four hours' notice in writing to the secretary of the union, who shall, if desired by him, be heard by such Chairman on such application. Any journeyman whose wage shall have been so fixed may work and may be employed by any employer for such less wage for the period of six calendar months thereafter, and, after the expiration of the said period of six calendar months, until fourteen days' notice in writing shall have been given to him by the secretary of the union requiring his wage to be again fixed in manner prescribed by this clause.

10. *Detail Disputes.*—If any dispute shall arise out of this agreement, or the working thereunder, it shall be referred to the managing committee of the union and an equal number of the employers' association, and, in case of dispute, to the Chairman of the Board or some person appointed by him.

Dated this 25th day of September, 1901.

FREDK. CHAPMAN, Chairman.

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