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(102.) OTAGO HAIRDRESSERS.—RECOMMENDATIONS.

In the matter of "The Industrial Conciliation and Arbitration Act, 1900"; and in the matter of a dispute between the Otago Hairdressers' Assistants' Industrial Union of Workers and the under-mentioned employers: T. Brown, Princes Street, Dunedin; W. R. Hamilton, Princes Street, Dunedin; A. M. Hendy, Princes and High Streets, Dunedin; Rose and Muir, Princes Street, Dunedin; G. Raffles and Son, George Street, Dunedin; J. McQueen, George Street, Dunedin; W. J. Potten, George Street, Dunedin; L. Gibb, George Street, Dunedin; T. Good, King Street, Dunedin; T. Maw, George Street, Dunedin;

J. Gibb, Albany Street, Dunedin; W. Booth, Stafford Street, Dunedin; M. South, High Street, Dunedin; J. Lyle, Roslyn; J. Emlis, Hillside Road, South Dunedin; W. Newbury, Cargill Road, South Dunedin; J. Souness, Main Road, Caversham; F. Hilliker, Princes Street, Dunedin; A. Edington, Princes Street, Dunedin; E. Iles, Princes Street, Dunedin; W. Fox, Princes and King Streets, Dunedin; A. Greig, George Street, Dunedin; W. Parris, George Street, Dunedin; A. Terry, George Street, Dunedin; T. Hotton, George Street, Dunedin; G. Rouse, King Street, Dunedin; L. and F. Beissell, Jetty Street, Dunedin; J. Goldsmith, High Street, Dunedin; R. Burns, Roslyn; R. Alexander, Hillside Road, South Dunedin; W. Dickinson, Main Road, Caversham; G. Patterson, North-east Valley, H. Woodger, Arcade, Dunedin.

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 inquired carefully 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 3rd day of November, 1903; the agreement to contain the following provisions:—

1. *Hours of Labour.*—The hours of labour shall be fifty-three per week, exclusive of meal-hours. The recognised regular hours of work in each establishment shall be fixed by each employer according to the circumstances of his business, but the day's work shall end not later than 8 o'clock in the evening on four days of the week, nor later than 1 o'clock in the afternoon of the weekly half-holiday, nor later than 10 o'clock on the evening of Saturdays.

2. *Meal-hours.*—In those establishments in which the hour of closing shall be after half-past 6 o'clock in the evening the employer shall so arrange his hours as to enable his workmen to have one hour for dinner between the hours of 12 noon and 2 p.m., and one hour for tea between the hours of 4 and 6 p.m.; and in all establishments the hours shall be so arranged by the employer as to enable his workmen to have on Saturdays one hour for dinner between the hours of 12 noon and 2 p.m., and one hour for tea between the hours of 5 and 7 p.m.

3. All work in hand in connection with haircutting and shaving shall be finished before the workmen leave their work.

4. *Minimum Wages.*—The minimum wages to be paid to journeymen shall be the sum of £2 10s. per week.

5. *Holidays.*—The following days shall be full holidays: New Year's Day, Good Friday, Labour Day, Christmas Day, the Sovereign's birthday, Easter Monday.

6. On the last working-day previous to the happening of any of the above-mentioned holidays Saturday hours shall be observed.

The following days shall be observed as partial holidays from 12 noon : 2nd January, Boxing Day, Show Day, and Cup Day.

No deduction shall be made from the week's wages for any of the said full or partial holidays.

9. *Qualification for Journeymen.*—A journeyman shall mean one who has been employed in the trade for a total period of at least five years.

10. *Incompetent Workmen.*—Any workman who considers himself not capable of earning the wage mentioned in paragraph 4 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, such wage 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, and, after the expiration of the said period of six calendar months, until fourteen days' notice in writing shall have been given him by the secretary of the union requiring his wage to be again fixed in manner prescribed by this clause.

11. When members of the 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.

12. When the rules of the union are such as to entitle the members of the union to preference under the foregoing clauses, and at all times thereafter, the union shall keep in some convenient place within one mile from the Chief Post-office in the City of Dunedin a book to be called "the employment-book," wherein shall be entered the names and exact addresses of all members of the union for the time being out of employment, with a description of the branch of the trade in which such member claims to be proficient, and the names, addresses, and occupations of every employer by whom such member shall have been employed during the preceding one year. Immediately upon such member obtaining employment a note thereof shall be entered in such book. The executive of the union shall use its best endeavours to verify all the entries contained in such book, and the union shall be answerable as for a breach of this recommendation in case any entry therein shall in any particular be willfully false to the knowledge of the executive of the union, or in case the executive of the union shall not have used reasonable endeavours to verify the same. Such book shall be open to every employer without fee or charge at all hours between 8 a.m. and 5 p.m. on every working-

day except Saturday, and on that day between the hours of 8 a.m. and noon. If the union fail to keep the employment-book in manner provided by this clause, then and in such case, and so long as such failure shall continue, any employer may, if he so thinks fit, employ any person or persons, whether a member of the union or not, to perform the work required to be performed, notwithstanding the foregoing provisions. Notice by advertisement in the *Otago Daily Times* and *Evening Star* newspapers, published in the City of Dunedin, shall be given by the union of the place where such employment-book is kept, and of any change in such place.

13. *Apprentices.*—All lads and youths working in any branch of the trade shall serve as apprentices for the term of five years before receiving a certificate of competency, and an employer shall be bound to give such certificate in a proper case; but every lad or youth employed shall be allowed two months' probation prior to commencing to serve. Time served prior to the date hereof shall count in the five years.

14. The proportion of apprentices shall be regulated as follows: One apprentice for every three journeymen or fraction of three journeymen permanently employed ("permanently employed" to mean at least six months' continuous employment). Where an employer has more than the above proportion of apprentices at the time of adopting these recommendations, no new ones to be taken on until the number has been reduced below the proportion stipulated. No employer to have more than five apprentices.

15. *Wages of Apprentices.*—Apprentices shall be paid the following wages: During the first year of their apprenticeship, 5s. per week; during the second year, 10s. per week; during the third year, 15s. per week; during the fourth year, £1 per week; during the fifth year, £1 10s. per week.

Dated this 26th day of September, 1901.

FREDK. CHAPMAN, Chairman.

### (103.) DUNEDIN TINSMITHS.—AGREEMENT.

In the Otago and Southland Industrial District.—Agreement between the Dunedin Tinsmiths and Sheet-metal Workers' Union and the employers whose names are attested at the end of the agreement.

THIS agreement, made in pursuance of the Industrial Conciliation Act, this 1st day of October, 1901, between the said employers (hereinafter called "the employers") of the one part, and the Dunedin Tinsmiths and Sheet-metal Workers' Union, an industrial union registered under the said Act (hereinafter called "the union"), of the other part, witnesseth that it is hereby mutually agreed between the said employers and the said union as follows:—