

(104.) OTAGO GROCERS.—RECOMMENDATIONS.

In the Otago and Southland Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1900”; and in the matter of a dispute between the Otago Grocers’ Assistants’ Industrial Union of Workers and the undermentioned master grocers of Otago: W. Mitchell, North-east Valley; T. Arthur, North-east Valley; Bardsley and Co., North-east Valley; D. Shepherd, Albany Street; Croft and Co., Hanover Street; Hill and Co., Albany Street; Hancock and Co., South Dunedin; Buss and Co., South Dunedin; Wm. Gordon, South Dunedin; Hinton and Co., South Dunedin; A. and J. McFarlane, Dunedin; T. O’Driscoll, St. Andrew’s Street; Brook Bros., Roslyn; Wardell Bros., George Street; Irvine and Stevenson, George Street; D. Miller, Castle Street; J. G. Lawrenson, Roslyn; Geddes and Co., George Street; Bowie and Co., George Street; A. Miller and Co., George Street; W. Wood, Stuart Street; Browning and Co., Stuart Street; R. McQuaid, George Street; J. W. Roberts, North-east Valley; J. Peterson and Co., Walker Street; Gilmour Bros., Walker Street; P. Carolin, Stafford Street; Sneddon and Co., Mornington; Williams and Son, Mornington; Henderson and Bennett, Mornington; Harris and Co., Mornington; W. McConnell, Cargill Road; Anderson and Co., St. Andrew Street; N. Davidson and Co., Mornington; Rutherford and Co., Caversham; Todd and Co., Caversham; Sutherland and McIver, Roslyn; Young and Anderson, Princes Street; Struthers and Scott, George Street; McFarlane and Peden, George Street; Lewitt and Co., Roslyn; Allan and Smith, King Street; J. Ford, King Street; Ansell and Co., King Street; Wilson Bros., King Street; D. Comrie, King Street; Osten and Co., King Street; Mitchell and Richards, North Dunedin; J. T. Burrell, Tapanui; G. T. Dawson, Tapanui; G. Grant, Tapanui; W. Buchanan, Kelso; S. Officer, Kelso; Mrs. Adams, Heriot; R. Coker, Pukerau; J. Orr and Co., Kurow; Barclay Bros., Kurow; Mr. O’Neil, Kurow; T. More and Co., Duntroon; Dunn and Cameron, Papakaio; T. Wright, Hakateramea; W. Bee, Oamaru; A. J. S. Headland, Oamaru; J. Familton, Oamaru; Milligan and Bond, Oamaru; Adam McKay, Oamaru; Oamaru Co-operative Society, Oamaru; C. D. Smith, Middlemarch; Mrs. Wilson, Middlemarch; David Main, Middlemarch; J. Beatty, Hyde; J. E. Carvalho, Wai-piata; W. Ginsberg, Naseby; James Brown, Naseby; James Dawson, Naseby; Lee Yan, Naseby; W. Ginsberg and Co., Wedderburn; F. H. Perry, Rough Ridge; W. McConnochie, St. Bathans; W. Pyle, St. Bathans; James Towers, St. Bathans; Mrs. S. McGuckin, Cambrians; W. Wall, Matakau; Mrs. R. Sheppard, Matakau; J. Pitches, Ophir; A. Arthur, Ophir; B. Flannery, Ophir; Theyers and Sons, Alexandra South; J. Rivers, Alexandra South; C. McIntosh and Co., Alexandra South; Hesson Bros., Alexandra South; A. Kilgour, Alex-

andra South; John Dowdall, Bald Hill Flat; Veale Bros., Roxburgh; D. Cormack, Roxburgh; Ah Sam, Roxburgh; B. Naylor, Clyde; Jolly and Sons, Cromwell; James Kerin, Cromwell; H. Bowie, Cromwell; James Horn, Bannockburn; Mrs. C. Perriam, Lowburn; Charles O'Donnell, Bendigo; T. Kinross, Gibbston; R. Pritchard, Arrowtown; Cotter Bros., Arrowtown; W. Jenkins and Co., Arrowtown; Jopp and Romans, Arrowtown; Reid and McDowell, Macetown; W. T. Smith, Macetown; Mrs. W. Thomson, Queenstown; C. Constable, Queenstown; R. Boyne, Queenstown; M. Ryrie and Co., Balclutha; Robertson and Co., Balclutha; R. Gorman, Balclutha; C. J. Wood, Balclutha; W. Shore, Balclutha; W. Guest, Balclutha; John Fruish, Balclutha; James Aitken, Hillend; W. Paterson, Puerua; M. Jackman, Romahapa; John Craig, Owaka; Dabinett and Young, Owaka; A. Meder, jun., Owaka; A. E. Farquhar, Stirling; W. Fraser, Lovell's Flat, W. Shore, jun., Kaitangata; M. Carson and Son, Kaitangata; H. S. Hitchon, Kaitangata; Auld and Sons, Waitahuna; A. Garden, Waitahuna; Mrs. S. Dewes, Waitahuna; Herbert and Co., Lawrence; Arthur Bros., Lawrence; F. Oudaille, Lawrence; A. McDonald, Lawrence; S. P. Askin, Lawrence; Sam Yeck Mong, Lawrence; W. Auld and Sons, Lawrence; James McKay, Bluespur; W. Smith, Evans Flat; M. Henderson, Millburn; Gray and Son, Milton; H. Crossgrove, Milton; W. Moore, Milton; R. Ross, Milton; F. W. Biach, Milton; D. McPherson, Fairfax; A. Paterson, Waihola; Williamson and Co, Waihola; Malloch and Co., Waikouaiti; Crocombe and Jamieson, Waikouaiti; Shand and Co., Waikouaiti; J. Arkle, Palmerston South; Mrs. S. Sloan, Palmerston South; J. Hutchison, Palmerston South; A. Goodley, Shag Point; D. Booth, Hampden; C. Beckingsale, Herbert; T. White, Herbert; A. Kilpatrick, Waitati; Gourlay and Co., Beaumont; E. Johns, Miller's Flat; G. Summerell and Son, Albany Street; W. McKegg, Henley; W. W. Shennan, Berwick; R. McDougall, Cardrona; F. W. Knight, and Co., Waipori; R. McDougall, Pembroke; W. Monteith, Pembroke; M. Foohey, Rough Ridge; T. Collie, Mosgiel; J. Loudon, Fairfield; W. Snow, Outram; Lloyd and Co., Gore; Barron and Co., Gore; Boyne Bros., Gore; J. Outram, Mosgiel; Wilson Bros., Mosgiel; Falconer and Co., Mosgiel; J. T. Dale, Port Chalmers; J. M. Cameron, Port Chalmers; Barclay and Co., West Harbour; A. Taylor, Maclaggan Street; J. Taylor, Maclaggan Street; Thomas Kelly, Port Chalmers; J. D. Lawrence, Castle Street; Morton and Son, Kaikorai; W. Sutton, Port Chalmers; — Low, Ravensbourne; D. Buchan, Green Island; D. C. Mitchell, Macandrew Road, South 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 carefully inquired into the said dispute, recommend as follows:—

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

1. *Hours of Labour.*—The hours of labour to be fifty-three hours per week, made up as follows: On ordinary days, 8 a.m. till 6 p.m.; one hour to be allowed each day for dinner: provided carters are allowed when necessary to work till 7 p.m. on these days. Carters to start work at 7.30 a.m. On the statutory half-holiday: 8 a.m. till 1 p.m. Saturdays, 8 a.m. till 10 p.m.; one hour to be allowed for dinner and one hour for tea. Days preceding holidays, 8 a.m. till 9 p.m.; one hour to be allowed for dinner and one hour for tea.

2. *Wages of Assistants and Youths.*—The minimum wage for assistants to be £2 per week; the term “assistants” to mean persons over twenty-one years of age.

3. “Youths” to mean young persons from sixteen to twenty-one years of age. Wages of youths to be as follows: First year, 10s. per week; second year, 12s. 6d. per week; third year, 17s. 6d. per week; fourth year, £1 1s. per week; fifth year, £1 5s. per week. Not more than one youth and one boy (who must be under sixteen years of age) to three assistants or portion thereof. Shops employing no assistant to be allowed one boy and, if required, one youth to drive the cart.

4. *Carters and Storemen.*—Carters and storemen to be paid at the following rate of wages: In shops where two or more carters are employed: First carter, who shall have charge of the stable, £2; second carter, £1 15s. per week. No carter or storeman over twenty-one years of age to receive less than £1 15s. per week. No person under sixteen years of age to be in charge of a horse and cart at any time.

5. *Clerks.*—Nothing herein contained shall be deemed to relate to the employment of clerks or cash-boys, or other persons exclusively engaged in the office-work of any employer.

6. *Preference.*—Preference of employment to be given to members of the Otago Grocers' Assistants' Industrial Union of Workers, provided it does not interfere with the present employment of non-members of the union in the employment of any masters.

7. *Overtime.*—Time and a quarter to be paid for the first two hours, and time and a half after that to be paid for all work after or before log hours. If it is necessary to work on stated holidays double time to be paid.

8. *Holidays.*—The following holidays shall be observed: 1st and 2nd January, Good Friday, Easter Monday, birthday of reigning Sovereign, Labour Day, Duke of Cornwall's Birthday, Christmas Day, Boxing Day, and the day appointed for the grocers' annual

picnic. No payment for overtime in respect of the last three weeks of the year. Wages to be paid in full for Christmas and New Year holidays. Work not to continue beyond 10.30 p.m.

9. *Settlement of Disputes*.—If any dispute arise affecting the interests of the union it shall be referred to the executive of the union and an equal number of representatives of the employers, and in case of their failure to decide any question the same shall be decided by the Chairman of the Board.

10. Carters attending to their own horses to be paid for all statutory holidays in lieu of Sunday work and time worked during the week attending to such duties.

11. In cases where circumstances may require, an employee may be employed at a lower rate of wages than is specified in the log, provided such rate is agreed upon by the presidents and secretaries of the respective unions; and, in case they fail to agree, at such rate as may from time to time be allowed in writing by the Chairman of the Board.

12. The following modifications to be made as regards country grocers:—

(a.) Clause 4, last sentence to read as follows: "No person under fourteen years of age to be in charge of horse and cart at any time."

(b.) Clause 8 not to apply to country grocers, provided the total number of days are given.

(c.) No overtime to be paid during stock-taking; time not to exceed three weeks annually.

Dated this 14th day of October, 1901.

FREDK. CHAPMAN, Chairman.

(105.) DUNEDIN RANGE-WORKERS.—AGREEMENT.

THIS agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," this 17th day of October, 1901, between the Dunedin Range-workers' Industrial Union of Workers on the one part, and Messrs H. E. Shacklock and Co., Barningham and Co., and Brinsley and Co., rangemakers, of Dunedin, on the other part, is to observe the following conditions of labour:—

1. The number of working-hours per week shall not exceed forty-eight, four and a quarter hours only to be worked on Saturday, and not more than eight and three-quarter hours' ordinary time to be worked on any one day.

2. Extra time may be worked when required, and shall be classed and paid for as overtime at the following rates: Time and a quarter for the first two hours; time and a half for every subsequent hour. Double time shall be paid for all work done on Saturday afternoon, Sundays, New Year's Day, Good Friday, Easter Monday, Sovereign's birthday, Labour Day, and Christmas Day.

3. The minimum rate of wages for range-fitters and polishers shall