

(74.) WELLINGTON HAIRDRESSERS.

Under "The Industrial Conciliation and Arbitration Act, 1900." Before the Board of Conciliation in the Wellington Industrial District.—In the matter of an industrial dispute between the Wellington Hairdressers' Assistants' Industrial Union of Workers and Julius Abel, Manners Street; Priscilla Aldous, Lambton Quay; Arthur Robert Alpe, Cuba Street; John Benjamin Alston, Manners Street; George Edward Anderson, Manners Street; M. Bitossi, Willis Street; R. H. Browne, Manners Street; George Henry Bradley, Lambton Quay; Louis Peter Christeson, Willis Street; William Henry Corneal, Courtenay Place; P. F. Dawe, Willis Street; Joseph Downes, Willis Street; Vincent Dentice, Adelaide Road; C. Dunstan, Vivian Street; J. Fitzgerald, Lambton Quay; Henry Foreman Green, Lambton Quay; Henry Grant, Vivian Street; — Houten, Albion Hairdressing Saloon, Courtenay Place; F. Houldsworth, Cuba Street; J. Hutcheson, Tinakori Road; Charles Haynes,

Molesworth Street; R. W. King, Lambton Quay; R. Linton, Tory Street; G. J. Miller, Willis Street; George Miniffie, Newtown; H. W. Mills, Manners Street; E. North, care of — Abel, Manners Street; Albert Richards, Cuba Street; Charles Reid, Taranaki Street; Frederick Meyer Solomons, Cuba Street; W. Stych, Taranaki Street; James Shakes, Manners Street; Thomas Atkins Sowman, Lambton Quay; I. Tchernegooski (trading as I. Black), Newtown; J. L. Turner, Tory Street; Angus Turner, Charlotte Street; Charles A. Turner, Lambton Quay; Elijah Vokes, Cuba Street; B. Waring, Courtenay Place; George Webster, Newtown; Frederick Benjamin Wilkins, Willis Street; Gotfried Wahren and Alfred Staub, Lambton Quay; Parrant and Meyrick, Petone; C. F. Priest, Petone, employers; and of a reference thereof for settlement.

THE Board, having taken a considerable amount of evidence, heard argument, and carefully considered the particulars of the dispute, doth hereby recommend that the dispute be settled on the following conditions:—

1. That two classes of labour shall be recognised—(a) journeymen, and (b) apprentices. “Journeyman” to mean a hairdressers’ assistant who has worked for not less than five years at the trade.

2. That the recognised hours of work shall be from 8 a.m. until 7 p.m. on Mondays, Tuesdays, Thursdays, and Fridays; an hour to be allowed off for dinner and half an hour for tea on each of those days. The tea half-hour to be between 3.30 p.m. and 5 o’clock p.m. On Wednesdays the hours of work to be from 8 a.m. until 1 p.m. Saturday hours to be from 8 a.m. to 10 p.m., one hour to be allowed off for dinner and one half-hour for tea. All customers in the saloon at the times above stated for leaving work shall, according to the custom of the trade, as admitted before the Board, be finished before the assistants leave work. On the last working-day previous to any of the full holidays hereinafter mentioned Saturday hours to be observed.

3. That all journeymen shall be paid a minimum wage of £2 8s. per week each. Journeymen engaged to do board-work generally, with or without ordinary gentlemen’s hand work, shall receive at least £2 15s. per week. Any journeyman who does a little of board-work so that the hours worked at the board amount to as much as a day in a week shall for that week be paid at least £2 15s. Apprentices to be paid according to the following scale: First year, 5s.; second year, 10s.; third year, 15s.; fourth year, £1; fifth year, £1 10s. All wages shall be paid weekly, and in the employers’ time.

4. That the proportion of apprentices be one for every three journeymen or fraction of three, and that apprentices be indentured for five years.

5. That the following holidays shall be given in full without stoppage of pay: New Year’s Day, Good Friday, Labour Day, and Christmas Day; and that Anniversary Day, Victoria Day, Prince of

Wales' Birthday, King's Birthday, Boxing Day, and Easter Monday be holidays from 10.30 a.m.—all of them also on full pay.

6. That while the union's rules permit any person now employed in the trade in this industrial district, and any person who may hereafter reside in this industrial district, and who is a competent journeyman hairdressers' assistant, to become a member of such union upon payment of an entrance fee not exceeding 5s., and of subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, upon a written application of the person so desiring to join the union, without ballot or election, then and in such case and thereafter employers shall employ members of the union in preference to non-members, provided that there are members of the union equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it.

6A. That, as between the union and the members thereof, and the employers and each and every of them, the terms, conditions, and provisions set out in the foregoing paragraphs, shall be binding on every member thereof, and upon the employers and each and every of them, and that the said terms, conditions, and provisions set out in the said foregoing paragraphs shall be binding upon every member thereof, and upon the employers and each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of the Board's recommendation. And, further, that the union and every member thereof, and the employers and each and every of them, shall respectively do, observe, and perform every matter and thing by the said terms, conditions, and provisions on the part of the union and the members thereof, and on the part of the employers and each and every of them, respectively required to be done, observed, and performed, and shall not do anything in contravention of the said terms, conditions, and provisions, but shall in all respects abide by and observe and perform the same. And the Board recommends that any breach of the said terms, conditions, and provisions shall constitute a breach of this recommendation, and that the sum of £100 shall be the maximum penalty payable by any party or person in respect of any such breach: Provided, however, that the aggregate amount of penalty under or in respect of this settlement shall not exceed the sum of £500.

7. That an industrial agreement embodying the foregoing conditions be entered into between the parties interested on or before the 22nd July, 1901, and to remain in force to the 21st July, 1903, inclusive.

8. That this settlement shall be for two years—from the 22nd July, 1901, to the 21st July, 1903, both days inclusive.

Given under my hand, at Wellington, this 8th day of June, 1901.

JOHN CREWES, Chairman.