

(126.) SOUTH CANTERBURY BAKERS AND PASTRYCOOKS.—  
AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," this 11th day of October, 1902, between the South Canterbury Master Bakers' Industrial Union of Employers (hereinafter called "the employers") of the one part, and the South Canterbury Bakers and Pastrycooks' Industrial Union of Workers (hereinafter called "the workers") of the other part, whereby it is mutually agreed that, in reference to the employment of workers as defined by "The Industrial Conciliation and Arbitration Act, 1900," or any amendments thereof, in the trade or business of baking and pastrycooking, the hours of labour, rates of pay, and other matters in connection with such employment shall be as follows:—

AS TO BREAD-BAKERS.

1. The hours of labour shall be fifty per week.
2. The hour of starting work shall not be earlier than 4 a.m., finishing at 1 p.m., one hour to be allowed for breakfast (lunch in the morning included), excepting Saturdays and the day before any public holiday, when it may be one hour earlier—viz., 3 a.m.
3. If overtime is required the rate of pay shall be as follows: For the first four hours time and a quarter, and for the next two hours time and a half; no more work to be done after that, except in case of emergency, when the executive of the workers' union shall be applied to. Overtime for boys shall be at the rate of time and a quarter.

4. Any man or boy working on a holiday shall be paid double time.

5. The proportion of apprentices shall be as follows: One apprentice to three men or under; more than three men and up to six, two apprentices; no more allowed in any bakehouse.

6. All apprentices to be legally indentured for a term of four years after a trial of three months, and to be taught their trade thoroughly. The last six months of their apprenticeship they shall be taught fermentation, sponging, and oven-work. Apprentices at present employed to be bound for the rest of their apprenticeship.

7. In the event of an employer being unable to fulfil his obligations to an apprentice through any unforeseen cause, it shall be lawful for such apprentice to finish his time with another employer notwithstanding that such employer has the full number of apprentices allowed by these conditions.

8. Wages of inferior tradesmen or infirm men shall be settled by a tribunal consisting of three men from the union and three from the masters' association. Failing a settlement, the Chairman of the Conciliation Board shall definitely decide what the wage shall be.

9. Wages of apprentices shall be as follows: 12s. 6d. for the first six months, 15s. for the second six months, 18s. for the third six months, £1 1s. for the fourth six months, £1 5s. for the fifth six months, £1 10s. for the sixth six months, £1 15s. for the seventh six months, and £2 for the eighth six months.

10. Any man or boy driving a bread-cart or engaged in delivering bread shall not be allowed to work in the bakehouse. But a baker may be allowed to drive a cart for delivering bread, provided he shall not work more than fifty hours per week.

11. In the event of a master acting as his own foreman or a single hand's place, the boy who drives the cart for delivery of bread shall be allowed to assist in the bakehouse from the time of throwing out the dough until it is in the oven (but he shall not assist to make dough or sponge). Including time in the bakehouse, he must not work more than fifty hours per week.

11A. No improvers to be recognised in the trade.

12. The rate of wages shall be as follows: Foreman, £3 per week; second hand, £2 10s. per week; table-hands, £2 2s. per week. This is to be the minimum.

13. A foreman working in a country bakehouse where none but himself is employed shall not receive less than £2 10s. per week. In the event of having to board with the employer, he shall pay the employer a sum not exceeding 15s. per week.

14. That union men be given preference of employment.

15. When non-unionists are employed there shall be no distinction between unionists and non-unionists; both shall work in harmony together, and shall work under the same conditions, and receive equal pay for equal work.

16. A time-book shall be kept in every bakehouse, and that the hours of labour be recorded by the foreman at the time of entrance

and departure. The wages paid to each employee shall be shown, and signed for by the recipient, and such book shall also be open for inspection by the secretary of the union or the Inspector of Factories.

17. All wages shall be paid every Saturday.

18. The jobbers' rate of pay be 10s. for eight hours. Jobbers acting as foremen shall receive 1s. 6d. extra per day. Jobbers working for two hours shall be paid at the rate of 1s. 6d. per hour; if engaged by the week, £2 10s.

19. Sunday sponging cover all holidays. In a bakehouse where the employer or son is in charge he shall be deemed to rank as an employee, and shall sponge every alternate Sunday or holiday with the men, or pay time and a quarter for same.

20. No man or boy shall work longer than four hours and a half before breakfast.

21. That no bread be manufactured by contract, or otherwise than by weekly wage.

22. The employment-book of the union shall be kept in the registered office of the union, Arcade, Timaru, showing names of idle men and their qualifications, &c. That all men for day's jobbing be selected from the employment-book.

23. Employers in the country requiring men are requested to write to the secretary of the union for such, at the same time forwarding sufficient money to pay the fare in advance. Members going to country situations shall sign an agreement allowing the employer to deduct the amount of such fare from the first month's pay, the amount to be refunded to the employee at the end of three months. The secretary's signature shall be sufficient and binding on the member on behalf of the employer. One copy of the agreement to be kept by the member and one posted in the employer's place of business.

24. That a copy of this agreement be hung in every bakehouse in South Canterbury for reference.

#### AS TO PASTRYCOOKS.

1. The hours of labour shall be fifty per week.

2. The hour of starting work shall not be earlier than 6 a.m. on Monday, Tuesday, Wednesday, Thursday, and Friday, finishing at 3.30 p.m., one half-hour for breakfast and one hour for dinner, 5 a.m. on Saturday, finishing at 1.30 p.m., one half-hour for breakfast.

3. In the event of overtime being required, time and a quarter shall be paid for the first four hours, time and a half for next two hours. No more work to be done after that, except in case of emergency, when a permit shall be obtained from the executive of the workers' union. Also, no man or boy shall go back on Saturday after having finished his own work, and no man or boy shall work on Sunday except sponge for buns.

4. Every employee in bakehouse, journeyman or apprentice, shall receive six days' holidays, exclusive of Christmas Day, New

Year's Day, and Good Friday, with full pay. In the event of an employee leaving before the expiry of twelve months' service and not having received his holidays, he shall be paid per ratio according to the amount of time worked.

5. The following shall be the rate of wages : Foreman, £3 5s per week ; second hand, £2 10s. per week ; table-hand, £2 5s. per week. This to be the minimum.

6. All wages shall be paid every Saturday.

7. The proportion of apprentices shall be as follows : One apprentice to three men or under ; more than three men, two apprentices. No more apprentices allowed in any bakehouse.

8. No boy shall be apprenticed under fifteen years of age or over seventeen years of age.

9. Apprentices must serve a term of five years, and be legally indentured after a trial of three months. All work must be shown to the apprentice, and during the last year of his term he must be taught oven-work. Also, all goods manufactured must be started in bakehouse and finished in same. Lining patty-pans, papering hoops, and finishing goods outside bakehouse to be prohibited.

10. Apprentices' wages shall be as follows : 7s. 6d. for first six months, 10s. for second six months, 12s. 6d. for third six months, 15s. for fourth six months, £1 for fifth six months, £1 2s. 6d. for sixth six months, £1 5s. for seventh six months, £1 8s. for eighth six months, £1 12s. 6d. for ninth sixth months, and £1 17s. 6d. for tenth six months. Overtime for boys shall be at the rate of time and a quarter. Apprentices at present employed must be indentured for the remainder of apprenticeship.

11. If an employer from any unforeseen cause shall be unable to fulfil his obligations to his apprentice, it shall be lawful for such apprentice to finish his time with another employer notwithstanding that such employer has already the full number of apprentices allowed by these conditions.

12. That a time-book shall be kept in every bakehouse, and that the hours of labour be recorded by the foreman at time of entrance and departure, and initialled by him. The wages paid to each man at end of week must be shown, and signed for by the recipient ; also, such book shall be open for inspection by the secretary of the union or Inspector of Factories.

13. That preference of employment shall be given to members of the union.

14. That the jobbers' rate of pay shall be 11s. for eight hours. Jobbers acting as foremen shall receive 1s. 6d. extra per day. Jobbers working for two hours shall be paid at the rate of 1s. 6d. per hour ; if engaged by the week, £2 15s.

15. In the event of an inferior tradesman or men infirm, their wages shall be settled by a tribunal consisting of two employers and two men to be chosen by the workers' union. Failing an amicable settlement, the Chairman of the Conciliation Board shall definitely decide what the wage shall be.

16. The employment-book of the union shall be left in the registered office of the union, in the Arcade, Timaru, showing the names of idle men and their qualifications, &c., and that all men for day's jobbing must be selected from employment-book.

17. Employers in the country requiring men are requested to write to the secretary of the union for such, at the same time forwarding sufficient money to pay the fare in advance. Members going to country situations shall sign an agreement allowing the employer to deduct the amount from the first month's wage. The amount to be refunded to the employee at the end of three months. The secretary's signature shall be sufficient and binding on the member on behalf of the employer. One copy of the agreement shall be kept by the member and one posted in the employer's place of business.

18. A copy of this agreement shall be hung in a prominent place in every pastrycook's bakehouse in South Canterbury.

This agreement shall remain in force for the period of three years from the date hereof.

In witness whereof the parties have executed these presents.

ALFRED BUDD, Chairman.

W. G. DUNSFORD, Secretary.

The common seal of the South Canterbury Master Bakers' Industrial Union of Employers was hereunto affixed, and this deed was executed by Alfred Budd, the chairman, and William George Dunsford, the secretary thereof, on behalf of the said union of employers, this 11th day of October, 1902, in the presence of—M. J. Knubley, Solicitor, Timaru.

JOHN WHITING HAMILTON, Chairman.

JOHN HENRY RODGERS, Secretary.

The common seal of the South Canterbury Bakers and Pastry-cooks' Industrial Union of Workers was hereunto affixed, and this deed was executed by John Whiting Hamilton, the chairman, and John Henry Rodgers, the secretary thereof, on behalf of the said union of workers, this 18th day of October, 1902, in the presence of—M. J. Knubley, Solicitor, Timaru.

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(127.) RANGIORA DISTRICT CARPENTERS AND JOINERS.—  
AGREEMENT.

THIS industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1900," this 14th day of October, 1902, between the undersigned employers and the No. 2 Branch of the Canterbury Carpenters and Joiners' Association.

1. All journeymen carpenters and joiners shall receive not less than 10s. 8d. per day of eight hours.

2. Men who are considered to be unable to earn the minimum wage shall be paid such lesser sum (if any) as the committee of