

## FILED IN SEPTEMBER.

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### WELLINGTON INDUSTRIAL DISTRICT.

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#### (640.) WANGANUI BUTCHERS. — RECOMMENDATIONS.

In the matter of "The Industrial Conciliation and Arbitration Act, 1900"; and in the matter of a dispute between the Wanganui Operative Butchers' Industrial Union of Workers and the following employers: Tucker Bros., Ridgway Street, Wanganui; T. S. Bristol, Avenue, Wanganui; Aramoho Meat Company, Wanganui; Caddy and Co., Ridgway Street, Wanganui; George Foy, No. 1 Line, Wanganui; Heinold, Avenue, Wanganui; J. Calver, River Bank, Wanganui; Perrett and Sons, Wanganui.

THE Conciliation Board for the Industrial District of Wellington, 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 after the expiry of one month from the filing hereof and enduring until the 28th day of September, 1905, the agreement to contain the following provisions:—

1. The hours of labour shall not exceed fifty-seven in any week, and for the purpose of calculating the hours of labour each of the holidays mentioned in paragraph 3 hereof shall be deemed to be a day on which eight hours shall have been worked although no work has been actually done on such holiday. The hours of labour shall cease not later than 10 p.m. on every Saturday.

2. First shopman shall be paid not less than £2 15s. per week and found; if not found, 10s. per week to be added to the weekly wage. Second shopman, £2 7s. 6d. and found, or addition to weekly wage as above. Third shopman, £2 and found, or addition to weekly wage as above. First small-goods man, £2 15s. and found, or addition to weekly wage as above. Second small-goods man, £2 1s. and found, or addition to weekly wage as above. Men in charge of a hawking-cart, £2 1s. and found as above. Men in charge of an order-cart, £2 1s. and found, or addition to weekly wage as above. Rider-out in charge of a round, according to his

age, the same as is prescribed for boys of a similar age, or, if over the age of twenty-one years, the same amount as is prescribed for a boy over the age of twenty and under the age of twenty-one years. Riders-out to be found in addition, or, if not found, 7s. 6d. to be added to their weekly wage. Boys, if under sixteen years of age, 7s. 6d. per week and found. Boys, if over sixteen and under seventeen years of age, 10s. per week and found. Boys, if over seventeen and under eighteen years of age, 12s. 6d. per week and found. Boys, if over eighteen years of age and under nineteen years of age, 15s. per week and found. Boys, if over nineteen and under twenty years of age, 17s. 6d. per week and found. Boys, if over twenty and under twenty-one years of age, £1 per week and found. In any case where a boy is not found, 7s. 6d. is to be added to his weekly wage. General hands, £2 1s. per week and found, or, if not found, 10s. per week to be added to the weekly wage. Casual labour: Each man employed to be paid 9s. 6d. per day, except when employed for a Saturday only; if employed on a Saturday only the rate of pay to be 11s. for the day.

3. The following holidays shall be allowed without any stoppage of pay: New Year's Day, Good Friday, Easter Monday, the birthday of the reigning Sovereign, Labour Day, Prince of Wales's birthday, Christmas Day, Boxing Day, Anniversary Day, and the day on which the annual butchers' picnic is held.

4. The proportion of boys employed by any employer to men shall not exceed one boy to every three men or fraction of three men. For the purpose of determining the proportion of boys to men, in taking any new boy the calculation shall be based on a two-thirds full-time employment of men for the previous twelve calendar months.

5. All employees other than boys and those engaged in shops in which a pork-butcher's business only is carried on to be allowed meat to an amount not exceeding in value 5s. per week.

6. The practice of paying commission in addition to, or as part wages, to be discontinued.

7. Preference to union men: So long as the rules of the union permit any person of good character and sober habits, and a competent workman, to become a member on payment of an entrance fee not exceeding 5s. upon his written application, without ballot or other election, and so to continue upon contributing subscriptions not exceeding 6d. per week, the 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; but this shall not compel an employer to refuse employment to any person now employed by him.

8. When union and non-union men are employed together they shall work in harmony, and shall receive equal pay.

9. Any difference as to the meaning and intention of the foregoing clauses shall be submitted to a committee consisting of two

employers and two members of the workers' union for settlement. Should the committee fail to arrive at a satisfactory conclusion, the matter in dispute shall be submitted in writing to the Wellington Conciliation Board, whose decision shall be final.

These recommendations will be lodged with Clerk of Awards, Wellington, on the 28th day of August, 1903.

An industrial agreement embodying the above conditions to be entered into on or before the 28th day of September, 1903.

B. L. THOMAS,  
Chairman of Board.

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## WESTLAND INDUSTRIAL DISTRICT.

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### (641.) RIMU GOLD-MINERS.—RECOMMENDATIONS.

Under "The Industrial Conciliation and Arbitration Act, 1900."—

Before the Board of Conciliation in the Westland Industrial District.—In the matter of an industrial dispute between the Rimu Gold-miners' Industrial Union of Workers and Alfred Dehu, Arthur Clifton, Thomas O'Neil, David Beatty, Francis Wall, and William Wall, all of Rimu; and Christie Neilson and Robert Ferguson, both of Woodstock, claim-holders and employers of labour; and John Duske, of Rimu, manager of the Rimu Sluicing Company.

THE Board, having heard the Rimu Gold-miners' Industrial Union of Workers by its representatives duly appointed, and having heard the employers who, as parties to the dispute, appeared in person before the Board, and having taken evidence and heard arguments, and having carefully considered all the particulars of the dispute, doth recommend that the dispute be settled on the following conditions:—

1. All hired labour in the district in connection with gold-mining shall be paid for at the rate of 9s. 6d. per day of eight hours when three and a half days or less than three and a half days of work is the maximum of days of work possible in a week, and at the rate of 9s. per day of eight hours when the number of days of work possible in a week shall exceed three and a half days. All overtime to be paid for at the rate of 1s. 6d. per hour.

2. The local employers of labour shall give preference of employment to members of the Rimu Gold-miners' Industrial Union of Workers, provided the secretary of such union supplies the employers with a list of unemployed unionists.