

visions of the Act in this respect requiring us to provide a tribunal for the fixing of a wage for any journeyman who is unable to earn the minimum wage, and we see no reason to express any different view in this dispute. There is nothing else calling for special mention.

THEO. COOPER, J.

(629.) DUNEDIN BAKERS AND PASTRYCOOKS.—AGREEMENT.

THIS agreement, made in pursuance of the Industrial Conciliation and Arbitration Act of 1900, and the amendments thereof, this 26th day of June, 1903, between the Dunedin Bakers and Pastrycooks' Union, being an industrial union of workers registered under the Industrial Conciliation and Arbitration Act of 1900, and the undersigned master pastrycooks of Otago and Southland (hereinafter called the "employers") witnesseth that it is mutually agreed by and between the aforesaid union and the employers to observe and carry out, abide by, and be bound by the terms, conditions, and provisions set forth in the reference for carrying on the business of the pastrycooks.

This industrial agreement shall come into force on the 1st day of July, 1903, and terminate on the 30th day of June, 1905.

REFERENCE.

1. That the hours of labour shall be fifty-one per week. No overtime to be paid until such hours have been worked.

2. That the hours of starting work shall not be earlier than 6 a.m. on Tuesdays, Wednesdays, Thursdays, and Fridays, 5 a.m. on Mondays, and 4 a.m. on Saturdays. In cases of emergency and days before and on holidays, earlier to be allowed if agreed upon between the master and foreman.

3. If overtime be required time and a quarter shall be paid for the first four hours, and time and a half afterwards, excepting hot-cross-bun night, when double time shall be paid after 6 p.m. In shops where men have to go back on Saturday evenings, they shall go back at 5 p.m., but will cease work at 9 p.m., and for the four hours they shall be paid at the rate of time and a quarter.

4. Each man shall be allowed six days' holiday each year, with full pay, also Christmas Day and Good Friday. In event of a man not being able to get his holidays, his employer shall pay him double time for the holidays worked. In event of any man leaving his employment before he has received his holidays he shall be paid *pro rata* according to time worked.

5. Apprentices must serve five years, indenturing to be optional. If an employer shall, from any unforeseen cause, be unable to fulfil his obligation to an apprentice, it shall be lawful for such apprentice to complete his term with another employer, notwithstanding that such employer has already the full number of apprentices allowed by these conditions.

6. That the proportion of apprentices be as follows: One apprentice to each man, but not more than three apprentices to be

allowed in any one shop. The rate of wages to be 7s. 6d. for the first half-year, 10s. for the second, 12s. 6d. for the third, 15s. for the fourth, 17s. 6d. for the fifth, £1 for the sixth, £1 2s. 6d. for the seventh, £1 5s. for the eighth, £1 7s. 6d. for the ninth, and £1 10s. for the tenth. If overtime shall be required, he shall be paid 9d. per hour for the full period of apprenticeship.

7. In the case of an inferior tradesman, his wages shall be settled by a tribunal of two men from the operators' union and two men from the employers' union: Providing that no amicable settlement can be arrived at, then the Chairman of the Conciliation Board shall definitely decide what the wage shall be.

8. The rate of wages paid the pastrycooks shall be as follows: Foreman, £3 per week; second hand, £2 10s. per week; table-hand, £2 5s. per week. Wages to be paid every Saturday on the termination of the day's work.

9. Jobbers shall be paid 10s. per day, or £2 10s. if engaged by the week. In event of jobber being employed as foreman he shall receive foreman's wages.

10. That the time-book be kept in every bakehouse, and that the hours of labour be recorded daily by the foreman and initialled by him.

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

12. That the employment-book of the union shall be kept in the Trades' Hall, Moray Place, showing names of idle men and their qualifications, &c. That all men for jobbing must be selected from employment-book.

13. Employers in the country requiring men are requested to write to the secretary of the union for such.

14. That a copy of this agreement shall be hung in every pastry-cook's bakehouse in Otago and Southland for reference.

15. Half an hour for breakfast and one hour for dinner. The dinner to be taken any hour between 12 p.m. and 2 p.m.

James Brown, 65, George Street; Hopkins and Son, Dunedin; William Wood, Rattray Street; Searle and Eberhardt, Princes Street; George Purches, George Street; E. Aldred, George Street; John Hutchison, Princes Street; John C. Kroon, Filleul Street; J. J. Helmkey and Son, George Street; A. Wood, 20, George Street; A. Binnie, 87, George Street; Frank Matthews, 238, Princes Street; Samuel Wotton, jun., South Dunedin; James Mitchell, Oamaru; Hepburn Bros., Oamaru; R. J. Keys, Oamaru; F. Meyer, Oamaru; Daniel Hart, 87, George Street; Katherine Murray, 54, Princes Street.

Signed on behalf of the union—

JOHN OLIVER, President.
WM. McCRONE, Secretary.