

(744.) AUCKLAND CARTERS.—RECOMMENDATIONS.

Before the Board of Conciliation for the Northern Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1900,” and its amendment; and in the matter of an industrial dispute between the Auckland and Suburban General Carriers and Coal-merchants’ Industrial Union and the Auckland Carters’ Industrial Union of Workers, and a reference for settlement.

THE Board of Conciliation for the Northern Industrial District 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 :—

Wages.

1. That competent general carters be paid the following rate of wages: For those driving and attending a single horse, a minimum weekly wage of £2 2s.; for those driving and attending two horses, a minimum weekly wage of £2 6s.; for those driving and attending three horses, a minimum weekly wage of £2 7s.

The above wages shall include necessary stable attendance to horses on Sundays, week-days, and holidays. Carters having to give stable attendance to horses other than those driven by them shall be paid for each such horse the sum of 2s. per week. Carters having to lead or in any way attend to horse or horses outside of the stables shall be paid the minimum rate of wages set down for general carters. No deduction shall be made from such weekly

wages for wet or bad weather, or holidays, or for any other cause than for time lost through the default of the particular carter.

All persons employed as general carters for less than one week shall be paid the wages fixed for casual carters.

2. Casual carters shall be paid at the rate of 1s 1½d. per hour. Overtime to them shall be paid at the rate of 1s. 3d. per hour, and shall commence after 10½ hours' work for any one day.

A casual carter shall be paid at the rate of 1s. 1½d. per hour for the time necessarily occupied in his stable attendance on his horse or horses. Such time for stable attendance is included in the said 10½ hours' work.

3. For general carters employed by the week a week's work shall be 47½ hours' work, exclusive of the time required for the necessary stable attendance to horses. Unloading feed, washing vehicles, or cleaning up stables shall not be deemed necessary stable work, and if done before or after working-hours such work shall be paid for at overtime rates as provided for in clause 4.

The hours of work shall be counted from the time the driver leaves the stables until the time he returns to the stables.

The working-hours shall be regulated according to the special requirements and circumstances of each trade or business.

In case of any dispute the matter shall be considered to be a matter to be settled under the provisions of clause 7 hereof.

An hour shall be allowed for dinner-time, to be fixed in each case for the convenience of the business.

4. Overtime for general carters shall be paid at the rate of 1s. per hour for the first two hours, and 1s. 6d. per hour afterwards, and shall be calculated upon and paid for any work in any one day after the expiration of the day's work according to the hours regulated under the provisions of clause 3.

Only time lost by a driver by reason of his own default shall be deducted from his overtime work during the week.

Holidays.

5. The following days shall be the recognised holidays: New Year's Day, Anniversary Day, Good Friday, Easter Monday, Labour Day, Sovereign's birthday, Christmas Day, and Boxing Day.

6. Holiday and Sunday work shall be, whether for weekly or casual drivers, at the rate of a day's pay in addition to their ordinary wages, subject nevertheless in the case of weekly drivers to the provisions for attendance on horses set forth in clause 1 hereof.

Incompetent Workmen.

7. Any driver who, on account of youth, infirmity, old age, or any other reason, may consider himself incapable of earning the minimum wage hereby fixed, shall be paid such less sum as shall be from time to time agreed upon in writing between such driver, employer, and the president or secretary of the Carters' Union, and, in default of such agreement, as shall from time to time be

fixed in writing by the Chairman of the Conciliation Board, or by some member of the Board nominated by the Chairman, such wage to be so fixed upon the application of the workman upon twenty-four hours' notice to the secretary of the Carters' Union, who shall have an opportunity of being heard by the Chairman or member.

Preference.

8. If and so long as the rules of the Carters' Union permit any person of good character and sober habits and a competent driver to become a member on payment of an entrance-fee not exceeding 5s. upon his written application, without ballot or other selection, and so to continue upon contributing subscriptions not exceeding 6d. per week, the employer shall employ members of the union in preference to non-members, provided that there are members available without undue delay equally qualified to perform the particular work; but this recommendation does not compel any employer to dismiss or refuse employment to any person then employed by him. Nothing in this clause shall apply to casual drivers.

The Carters' Union shall keep at its office a book, to be called the "employment-book," wherein shall be entered the names and exact addresses of all the members of the union for the time being out of employ and desirous of obtaining employment; and also of drivers who are non-members of the union and are desirous of obtaining employment, and who apply to the secretary to enter their names and addresses in the employment-book. Such book shall be open to each of the employers, and to the servants of each of them, at all hours between 9 a.m. and 5 p.m. on every working-day except Saturday, and on that day between 9 a.m. and noon.

9. Employers of general carters may, by arrangement with their carters, provide any of their carters with suitable board and lodging, and in such cases the minimum wage to be paid to any such driver shall be a sum not less than £1 8s. per week for drivers of one horse, £1 12s. per week for drivers of two horses, and £1 13s. for drivers of three horses.

10. These recommendations shall come into force on the 1st. August, 1904, and shall remain in force until the 1st August, 1906.

GEORGE BURGESS,

Chairman of Board of Conciliation for the
Northern Industrial District.

Auckland, 27th June, 1904.