

men in his employ were outside the union, consequently he could have no possible dispute with the union.

Mr. Fraser said that boilermakers and ironmoulders had a society of their own. There were fifty-five altogether: twenty-one adults and thirty-four boys. He stated that there were seven adult turners; fourteen adults and fourteen boys at machining. Pattern-making, there were eighteen adults and seven boys; brass-moulders and finishers, two adults. Under the heading of fitters there were thirty-one boys and twenty-three adults.

Mr Fraser said that the Amalgamated Society of Engineers had never drawn any distinction between agricultural-implement makers and ordinary engineers. He had never contended that the agricultural-implement makers was a separate branch. He stated that pattern-makers' wages in the agricultural-implement trade were £2 16s. 3d. There were twenty-six adult fitters employed at the agricultural-implement trade, receiving the average wage of £2 8s. 9d. per week. Under the heading of ironfounding and engineers there are fitters receiving £2 3s. 10d. There are ten adult machinists and turners, receiving the average wage of £2 4s. 2d. per week. Of machinists, under the heading of ironfounders and engineers, there are eleven adults receiving the average wage of £2 4s. 8d.; turners, £2 8s. 3d. Of blacksmiths, under the heading of agricultural-implement makers, there are twenty-three adults receiving the average wage of £2 11s. 6d. There are six blacksmiths, under the heading of ironfounding and engineering, receiving the average wage of £2 8s. 8d. There were seven adult carpenters at the agricultural-implement trade in Christchurch, but they had a society of their own; they were not recognised by the Amalgamated Society of Engineers. He stated those figures to show that the union did not stand on a small proportion of the trade, as had been stated at that Board. The Amalgamated Society of Engineers had always contended that they never did make any difference between the agricultural-implement makers and the general engineers. With regard to the outwork allowance, he (Mr. Fraser) considered that it had been proved that it had been the usage of the trade to pay 1s. per day extra when on outside work. With regard to dirt-money, he thought that any one who had seen an engineer return from a marine job for eight hours would say that 1s. per day dirt-money had been well earned. With reference to the last clause—that unionists should have the preference of employment—reasons had been given by witnesses the previous day why that should be the case. It had been granted by the Board to other societies who had been before them, that unionists should have the preference, and he did not think that other societies could have shown a better record of how they treated the non-unionists than the Amalgamated Society of Engineers had.

Mr. Booth (for the employers) said the claims of the union could be divided into three heads—(1) a general claim for an advance in wages; (2) limitation of the number of apprentices; (3) the preference to unionists when requiring employment. He contended that there had been in this case no dispute in the ordinary meaning of the term between the Amalgamated Society of Engineers and the employers. There had been no spontaneous local demand for concessions. There had been no proof of an employé approaching his employer as to there being any dissatisfaction. A comparison of the union rates with the average rates paid in this colony tended to prove that the union rates of wages were not the average rates of wages earned in Christchurch. The union's comparison between the rates of wages paid in Christchurch and other districts was not a fair one. In Auckland the rate paid, for thirty-nine men, was £2 2s.; the rate in Wellington, for ten men, was £2 7s. 6d. per week. This was the average rate of wages. In Christchurch, in engineering shops, £2 3s.; in agricultural shops, £2 8s. 9d. In Auckland, in agricultural-implement shops, there were four men employed receiving the average wage of £2 2s. 6d.; in Dunedin, 146 men, average wage £2 0s. 9d.; in Christchurch, sixty-one men, average wage £2 9s. 3d. The union had failed to show that the wages paid in the agricultural-implement manufacturing shops in Christchurch were lower than they were in Dunedin. They had also failed to show that the men working in the agricultural shops in Christchurch, on the average, earned less wages than those in Dunedin. The average rates for Christchurch were: For fitters and turners, £2 9s. 3d.; for brass-finishers, £2 2s. 2d.; for cycle engineers, £1 17s. 9d.; coppersmiths, £2 1s. 7d.; plumbers average £2 2s. 2d. As a matter of fact, the wages of the agricultural machinists compared more than favourably with all other trades requiring equal skill. The following was a list of wages paid to men in England: Fitters and turners, 18s. per week; head man, £1 4s. per week; pattern-makers, £1 10s. per week.

*Engineers' Dispute.*—The following is the recommendation of the Board of Conciliation:—

In the matter of a dispute between the Amalgamated Society of Engineers (Christchurch branch) and Messrs. Anderson; Andrews and Bevan; Booth, MacDonald, and Co.; Christchurch Tramway Company; J. and T. Danks; P. and D. Duncan; H. Hepburn and Sons; Scott Brothers; R. Tomline and Co.; Topliss Brothers; Troup and Co.; Johnston and Sons; Reid and Gray; Queere; Morton, Aschmann, and Co.; McLaren; Lucas Brothers; N. Jowett; Dalby; Childs; and Allison. The Board of Conciliation recommends that the conditions of labour be observed in the engineering trade in Christchurch as follows:—

1. Hours of Labour: Forty-eight hours shall constitute a week's work. The daily division of the time to be a matter of mutual arrangement between the employer and his workmen, and if they cannot agree the matter shall be referred for decision to the Chairman of the Board of Conciliation. In no case shall the ordinary day exceed eight hours and three-quarters.

2. Rates of Wages: The minimum rates of wages for journeymen fitters, turners, brass-finishers, coppersmiths, millwrights, milling-machine men, and blacksmiths shall be 10s. per day of eight hours; pattern-makers, 11s. per day of eight hours. For planers, borers, slotters, and other machine-men, 9s. per day of eight hours. A young journeyman, having served his apprenticeship, shall be allowed (if necessary) to work for 1s. per day less than the above rates, until attaining the age of twenty-three years, in the shop in which he served his time, and he shall then, at twenty-three years, receive a journeyman's minimum wage; but, in the event of his failing to obtain employment in such shop, he shall be at liberty to obtain work elsewhere at such reduced rate. Men who are unable to earn the minimum wage shall be paid such lesser sum, if any, as shall be fixed by a committee consisting of three persons nominated by the union and three persons nominated by the employers, and if they cannot agree, by the Chairman of the Board of Conciliation.

3. Rate of Overtime: Overtime shall be paid at the rate of time and a quarter for the first two hours beyond the recognised hours for an ordinary day; beyond two hours the rate of pay to be increased to time and a half. Overtime for holidays, including New Year's Day, Easter Monday, Queen's Birthday, Show Day, Anniversary Day, and