

Boxing Day, shall be paid at the rate of time and a quarter the first four hours, and time and a half for the second four hours, and after that double time. For Sunday, Christmas Day, and Good Friday, double time all through. Night-shifts shall be paid 2s. per night extra. Only one day-shift in the twenty-four hours shall be allowed. Men employed as "night-shift men" working less than three consecutive hours can claim overtime rates.

4. Apprentices: No arrangement in force at the date of the filing of the dispute herein to be interfered with. All apprentices shall serve five years. The number of apprentices in each department of the trade shall not exceed one to every three journeymen or fraction of the first three: the proportion to be gauged by full employment of journeymen for two-thirds full time during the previous six months.

5. Outwork Allowance: All time going and returning from outside work, and all travelling-expenses, shall be paid for irrespective of distance. Outside a radius of three miles from the Christchurch Post-office, the rate per day shall be 1s. above the before-mentioned rate in Rule 2. When working at a distance and unable to return the same night, suitable board and residence shall be provided.

6. Dirt-money: On all marine work 1s. per day dirt-money shall be paid.

7. Employment: Employers in employing labour shall not discriminate between unionists and non-unionists; both shall work together in harmony and under the same conditions, and shall receive equal pay for equal work. Employers shall not, in the employment or dismissal of hands, or in the conduct of their business, do anything, directly or indirectly, to operate to the injury of the union. In Mr. Danks's case these provisions to apply only so far as work, or product of his workshop, comes into competition with other engineering firms in Christchurch. In case of dispute the matter to be referred to the committee to be set up by Rule 2.

These recommendations to come into force on this date, and remain in force for two years.

Dated the 12th January, 1898.

Mr. Beswick requested the parties to the dispute to notify within seven days their acceptance or otherwise of the award.

It is considered unlikely that the recommendations will be accepted by both parties.

Dunedin.

Pastrycooks' Dispute (before the Conciliation Board).—Dispute between the Dunedin Bakers and Pastrycooks' Union and the following master pastrycooks: Messrs. W. Wood, J. Hopkins, E. Aldred, R. Brown, S. Lean, Mrs. Binnie, and James Connor.

The order of reference contained the following matters in dispute:—

(1.) That no member of the union work more than eight hours a day, commencing at 7 a.m.; half an hour for breakfast, and one hour for dinner. If overtime is required, time and a quarter shall be paid up to 8 p.m.; time and a half up to 12 p.m.; and that no work be done after that hour save in case of emergency, when double time shall be paid. (2.) That the foremen shall receive not less than £3 per week, and second hand not less than £2 10s. per week. (3.) That no more than one apprentice be allowed to one or two men, and no more than two boys in any bakehouse. (4.) That boys after one or three months' trial shall be bound for a period of five years. (5.) That pastrycooks shall start work on Saturdays at 5 a.m., and finish at 1.30 p.m. (6.) That union men have preference of employment.

Mr. Aldred said the masters were prepared to concede nine hours as a day's work, with the hours of starting and stopping work to be left to mutual arrangement between employer and employé; fifty-four hours to be worked in one week before any overtime is started. They thought a man was entitled to receive the same payment for overtime as he received for his regular hours. They considered £3 per week too much for foremen, and were prepared to pay £2 10s. per week, with 10s. less when the men were found; with regard to second hands, they thought £1 15s. a week was sufficient, with 10s. less when found. They objected to the provisions for boys, and wanted two boys at least for every bakehouse. With regard to apprentices, they thought that should be left over until the Master and Apprentice Bill became law. In regard to the employment of men, speaking personally, he would ignore the fact of whether a man belonged to a union or not. He would employ him on the grounds of his ability to suit him, and not merely because he belonged or did not belong to a union.

Mr. Anning then proceeded to open the case for the union. Since the union had been before the Court in connection with the bakers' dispute they had tried to meet the pastrycooks and come to some arrangement, but the masters had ignored them altogether. Continuing, Mr. Anning said: The conditions of labour under which persons engaged in the pastry-baking trade are working in Dunedin are very similar to the bakers. They differ to a certain extent, but the difference in no way indicates a better condition for them. For example, they do not start work so early as the baker, but they work as long hours. The work being of a lighter nature, the employers in consequence have more boys engaged at it. However, the wages are about the same, and run from £1 5s. to £2 10s. per week of from sixty to seventy hours. But I have known cases where ninety hours have been worked without extra pay. The union have on two occasions communicated with the masters with the view of discussing the rules and to try and come to an amicable arrangement, but I am sorry to say that, with one single exception, they ignored our overtures. Mr. Anning then went fully into the various matters in dispute, and was followed by Mr. Aldred for the employers.

The Chairman (Mr. W. A. Sim) announced the recommendations of the Board on the pastrycooks' dispute, the award being as follows:—

(1.) That the hours of labour be eight hours and a quarter per day, between the hours of 7 a.m. and 5 p.m., after which overtime shall be paid at the rate of time and a half for the first two hours, and thereafter at the rate of time and a half until midnight, after which double time shall be paid. On Saturday, Monday, or the day immediately preceding any public holiday, work may be started at an hour not earlier than 5 a.m. Arrangements to be made between the union and the several employers as to the exact hours (within the above-mentioned limits) during which the work is to be done, so as to complete fifty-one hours per week by 1.30 p.m. on Saturday; and also as to meal-hours, which are to be half an hour for breakfast and one hour for dinner. (2.) That the rate of wages for a foreman be settled in each case by agreement between the employer and the foreman. (3.) That no journeyman pastrycook receive less than £2 2s. per week. If any journeyman cannot obtain employment at this wage he may refer his case to the union, and the union may give him permission to work at a wage which his proposed employer is willing to pay, and which the workman is willing to accept. (4.) That the proportion of apprentices to journeymen be as follows: For the first one or two men, one apprentice; for more than two men and up to four men, two apprentices; and so on in the same proportion; but this recommendation is not to interfere with the existing engagements of any apprentices. (5.) That the clause as to binding apprentices be struck out. (6.) That members of the union be employed in preference to non-members, provided there are members of the union who are equally qualified