

(b.) When a ship arrives in port on Sunday or a holiday, or after 5 p.m. on other days, the crew shall give one half-hour free of overtime payment to land mails, luggage, or live-stock. All time employed thereafter to be paid for at schedule rates.

(c.) When a vessel leaves port on Sunday only those of the crew actually employed in loading mails, luggage, or cargo shall be allowed overtime at schedule rates for the time so employed.

(d.) Firemen getting up steam before ship leaves port shall also be allowed overtime for the time so employed.

(e.) When vessels leave port prior to 5 p.m. on a holiday all employes included in this agreement shall be paid not less than 3s. each. In the event of the said employes working time that exceeds 3s. in value, such excess of time to be paid for at schedule rates.

(f.) When a vessel is employed on an excursion on a Sunday, or stated holiday, overtime shall be paid for the time so employed, not exceeding in all 8s. and not less than 4s. per man.

(g.) Only one holiday shall be allowed for Labour Day. Any crew having had one such holiday shall not be entitled to a second, or to overtime, on any other Labour Day at any other port.

15. There shall be five holidays allowed during the year. These shall comprise Christmas Day, New Year's Day, Good Friday, Queen's Birthday, and Labour Day. Should any of the foregoing holidays fall on a Sunday, the following or any other day declared by law or local authority in place thereof, or the day generally recognised by the public, shall be observed as a holiday.

16. The second Wednesday in October shall be the recognised holiday for Labour Day throughout New Zealand. All statutory holidays, including Labour Day, at sea to be observed as Sundays.

17. When a vessel arrives in port on a Sunday and sails again the same day, or the crew is required to attend on duty to be employed on an excursion on any of the holidays stated above, or on Boxing Day, overtime shall be paid to the whole crew for the time so employed, not exceeding in all 8s. and not less than 4s. per man.

18. *Watchmen.*—Members of vessels' crews employed in port as watchmen on Sundays or holidays, or keeping watch during night-time, shall be allowed an equivalent in time off hour for hour. When time off cannot be given, the hours worked as watchman shall be paid for at schedule overtime rates. Sundays or holidays shall not count as time off for keeping watch, neither shall time off be given at sea.

19. *No Discrimination.*—The shipowner in employing labour shall not discriminate against members of the union, and shall not, in the engagements or dismissal of men or in the conduct of their business, do anything directly or indirectly for the purpose of injuring the union.

20. When members of the union and non-members are employed together there shall be no distinction between members and non-members, and both shall work together in harmony under the same conditions, and shall receive equal pay for equal work.

21. *Signing off.*—Twenty-four hours' notice on either side shall be the rule of discharge in the port where the ship's articles have been drawn out; but, should a vessel be laid up at any port before the expiry of the articles, the crew may then be discharged on being paid wages then due, and shall be entitled to a passage back to port of shipment.

22. *General.*—(a.) Galley-bunkers shall be filled by firemen and trimmers, and, when required to do so, they shall give their assistance in the general work of the ship.

(b.) The whole crew must, when required, attend boat- and fire-drill without payment of overtime, and must be clean and tidy for inspection on any day appointed.

(c.) Any member of the crew throwing overboard any good food or other property of the owners renders himself liable to summary dismissal from the service.

Dated this 21st day of August, 1899.

FREDK. CHAPMAN, Chairman.

DUNEDIN BAKERS AND PASTRYCOOKS.

In the matter of "The Industrial Conciliation and Arbitration Act, 1894," and in the matter of a dispute between the Dunedin Bakers and Pastrycooks' Union and thirty-seven master bakers named in the reference.

The Conciliation Board for the Industrial District of Otago, having received the necessary proofs establishing its jurisdiction in the above matter, and having heard the parties and considered the evidence, hereby recommend as follows:—

That the parties to the said dispute enter into an industrial agreement for a term of two years and four months from the 1st day of September, 1899, embodying the rules set out in the reference, namely:—

1. That the hours of work be fifty-one per week.

2. That the hour for starting work be not earlier than 4 o'clock, except Wednesdays, Saturdays, and the day immediately preceding any public holiday, when it may be one hour earlier—viz., 3 o'clock; in the event of double holidays application must be made to the union, who will carefully consider and grant such application, if reasonable.

3. In any house where dough-machines are used the dough-men may only start one hour and thirty minutes sooner.

4. If overtime is required, time and a quarter shall be paid up to 6 p.m., and time and a half up to 10 p.m.; no work to be done after that hour—hot-cross-bun night excepted, when double time shall be paid. That boys and improvers be paid overtime per ratio of wages.

5. Any member working on a holiday shall receive time and a half besides weekly wages.

6. That the proportion of apprentices or improvers be as follows: One to three men or under; more than three men, or up to six men, two apprentices. Improvers' wage to be settled by a tribunal from union and employers. Improvers to include inferior tradesmen, or men incapacitated by old age.

7. That all apprentices serve a term of four years.

8. That no bread-carter shall be employed in bakehouse, but a baker may deliver bread so long as he works fifty-one hours per week.

9. That no foreman receive less than £2 12s. 6d. per week; second hand, £2 10s.; table hand, £2 5s.

10. That members of the union be employed in preference to non-members, union men refusing to work for outting bakers in return.

11. That when non-members are employed there shall be no distinction between members and non-union members; both shall work in harmony together, and both shall work under the same conditions and receive equal pay for equal work.

12. That no jobber be employed for less than half a day; over that at the rate of 1s. 3d. per hour up to the full day (10s.) shall be paid, or if by the week £2 10s. Overtime according to his rate of wage.

13. That Sunday sponging cover all statutory holidays.

14. That no man or boy work longer than four hours and a half before breakfast.

15. That no bread be manufactured by contract or otherwise than weekly wage.

16. That in the event of the Eight Hours Bill becoming law, and the bakers included, this agreement becomes null and void.

Dated 1st August, 1899.

FREDK. CHAPMAN, Chairman.

WAIHI GOLD-MINES.

Before the Board of Conciliation, Northern Industrial District.—In the matter of an industrial dispute between the Waihi-Silverton Gold-mines (Limited) and the Thames Miners' Industrial Union, and a reference thereof for settlement.

The Board having considered this case, and heard evidence in this case, recommend as follows:—

1. That the week's work shall consist of forty-six hours for men working day shifts and afternoon shifts, and forty-seven hours for men working night shifts, work to commence on Monday at 1 o'clock a.m., and cease on Saturday at 8 o'clock p.m.