

10. That £2 2s. shall be the minimum wage paid to drivers delivering coal.
 11. That casual drivers shall be paid 1s. per hour.
 12. That the weekly wage to be paid to tram-drivers shall be on the basis of an agreement entered into between themselves and the proprietors, dated the 17th September, 1899, a copy of which is annexed hereto.
 13. Overtime shall be paid at the rate of 1s. per hour for the first two hours, and afterwards time and a half.
 14. Sunday work shall be paid double time, excepting the necessary work of looking after the horses.
 15. Men shall not be in the stable before 7 a.m., and shall not leave the stable before 7.45 a.m. Where no stableman is kept, the driver, when it is his week on, shall feed and water the horses at 6 a.m. This is not to be deemed overtime.
 16. Pay-day shall be once a week.
 17. Except on Saturday, drivers shall have one hour for a meal. Tram-drivers shall have one hour for a meal each working-day.
 18. The following holidays shall be paid for, viz.: New Year's Day, Good Friday, Easter Monday, Queen's Birthday, Labour Day, Prince of Wales's Birthday, Christmas Day, and Boxing Day. This rule is not to apply to tram-drivers or laundry drivers. Tram-drivers shall have only Christmas Day; laundry drivers shall have all the above holidays excepting Boxing Day. All work of a compulsory nature on such holidays shall be paid double rate of pay for the time worked. Drivers for picnic parties shall be paid 5s. per day extra.
 19. These recommendations do not apply to employers who since this claim was filed have become parties to a duly executed industrial agreement. The cordial-manufacturers who have not signed an agreement which has been entered into by Thomson, Lewis, and Co. and C. W. Brodie, which is about to be filed, shall be bound by the terms of the said agreement, and for that purpose such terms shall be deemed to be incorporated in this award.
- The sand- and gravel-carters parties to this dispute who have not signed an agreement entered into by Enoch Edward Tonks and Frederick Lamberg, which is about to be filed, shall be bound by the terms of the said agreement, and for that purpose such terms shall be deemed to be incorporated in this award.
- This award is to last for two years from this date.
- An industrial agreement is to be drawn up embodying these clauses, and to be left at the office of the Clerk of Awards for signature on or before the 8th day of January next. If this be not done, or, having been done, the agreement is not signed by the parties by the 14th day of January next, the Chairman may file a report that this Board has been unable to bring about a settlement.
- W. H. QUICK, Chairman.
- Dated this 21st day of December, 1899.

Wellington, 17th September, 1899.

We, the undersigned drivers of the Wellington City Tramways, hereby agree to accept the following rate of wages for the hours that are at present worked on the tramway, and the rates will be as follows: Cuba Street drivers, £11 per month; Courtenay Place regular drivers, £10 a month (receiving at present £9); and Courtenay Place morning and Basin Reserve drivers, £9 10s. per month (at present receiving £8).

F. Beard.	H. Winter.	G. Richards.
J. McColl.	J. J. Maddock.	H. Matthews.
C. Sunncliffe.	W. H. Bennett.	J. Kanute.
W. H. Newson.	A. Edwards.	J. Hearfield.
H. Phillips.	John Young.	W. M. Hare.
H. Russell.	James Emeny.	

I, R. Petersen, manager, on behalf of the proprietors, hereby agree to pay the afore-mentioned drivers those rates of wages as set forth above.

R. PETERSEN.

DUNEDIN CARPENTERS AND JOINERS.

In the matter of "The Industrial Conciliation and Arbitration Act, 1894," and in the matter of a dispute between the Amalgamated Society of Carpenters and Joiners, Dunedin Branch, No. 704, and certain employers.

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

That the parties to the said dispute enter into an industrial agreement for a term of two years from the 1st day of January, 1900, the agreement to contain the following provisions:—

1. *Hours of Employment.*—That the following be the hours of labour: In the building trade and generally the week's work shall consist of forty-four hours—five days of eight hours, commencing at 8 o'clock a.m., and a half-day from 8 o'clock and until noon on Saturdays.

In factories the week's work shall consist of forty-six hours, between 7.30 a.m. and 5 p.m. on week-days and between 7.30 and noon on Saturdays, the actual hours within these limits to be fixed by the custom of each factory. Time beyond the recognised hours of labour as hereinbefore mentioned shall be considered overtime, and shall be paid as follows: Time and a quarter from 5 p.m. to 8 p.m. and after noon on Saturdays; after 8 p.m. time and a half. The following days are holidays: New Year's Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day; and for work on these days time and a half to be paid. Sundays double.

2. *Rate of Wages.*—The rate of pay shall be 1s. 3d. per hour.

3. Any workman who is not considered capable of earning the minimum wage shall be paid such less sum as shall from time to time be agreed upon in writing between such workman and the president and secretary of the union, and, in default of such agreement, as shall from time to time be fixed in writing by the Chairman of the Conciliation Board upon the application of the workman upon twenty-four hours' notice to the secretary of the Union, who shall have an opportunity of being heard by the Chairman.

4. *Safety of Tools.*—On all works excepting unimportant works the employer shall provide a properly secured place for the safety of the employees' tools, and also necessary sanitary convenience. Unimportant works are such as do not last more than a week.

5. *Suburban and Country Jobs.*—All men sent to a country job shall have their travelling-expenses paid, and their time paid for going and returning, and an addition of 1s. per day to their wages when the distance or agreement necessitates lodging. The limit to men walking to their work shall be one mile and a half from their employer's place of business; beyond that distance conditions as above to apply.

6. *Apprentices.*—All apprentices shall serve five years to the trade, and shall be properly taught the same by their employers. For the purpose of determining the proportion of apprentices to journeymen the calculation shall be based on a two-thirds full time for six months previous for the average of journeymen employed, such time to be taken from the employers' time-book. Each employer is to be allowed one apprentice to the first three journeymen or part thereof, and one additional apprentice to every three additional journeymen or part thereof. Should an employer from any unforeseen cause be unable to carry out his obligations to his apprentice it shall be allowable for the apprentice to complete his time with another employer, but such employer already having his full complement of apprentices shall not be allowed to take more than one such extra apprentice. This clause is not to affect existing apprentices.

7. *No Discrimination.*—No employer shall in employing labour discriminate against members of the society, and no employer shall, in the engagement or dismissal of his journeymen or in the conduct of his business, do anything for the purpose of injuring the society, whether directly or indirectly. Members and non-members shall, when employed together, at all times work in harmony with one another.

8. *Reinstatement of Tools.*—Two hours' pay, or time equivalent, shall be allowed for the reinstatement of tools on the discharge of men after they have been employed continuously for four weeks.

9. *Piecework abolished.*—All piecework shall be abolished.

Dated this 20th day of December, 1899.

FREDK. CHAPMAN, Chairman.