

FILED IN DECEMBER.

NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

(805.) AUCKLAND COOPERS.—RECOMMENDATIONS.

Before the Board of Conciliation for the Northern Industrial District.—In the matter of an industrial dispute between Goodacre and Purdy, Wyndham Street; John McCrae, High Street; R. and W. Hellaby (Limited), Shortland Street; P. Quigley, Swanson Street; William Sheddon, Durham Street, Auckland; and the Auckland Coopers' Industrial Union of Workers; and of a reference thereof for settlement.

THE Board having been satisfied as to its jurisdiction, and having inquired into this industrial dispute, and heard evidence therein, unanimously makes the following recommendations:—

1. *Hours of Work.*—The week's work shall consist of not more than forty-five hours.

2. *Wages.*—The wages shall be £2 12s. per week of forty-five hours.

3. *Overtime.*—Overtime shall be paid at the rate of time and a half.

4. *Holidays.*—The following shall be the recognised holidays: Labour Day, Christmas Day, Easter Monday, Good Friday, and New Year's Day.

5. *Payment of Wages, and Notice.*—All wages to be paid weekly. A full week's notice to be given by employer or employee of the termination of employment. No deductions to be made from such weekly wages on account of holidays, wet or bad weather, or for any reason other than the default of the particular employee.

6. *Apprentices.*—One apprentice to be allowed to every three men employed. Each apprentice to be properly indentured for five years. One month's trial to be allowed with each youth.

7. *Workmen unable to earn the Minimum Wage.*—When by reason of age or other physical disability a man is unable to earn the minimum wage, such wage shall be settled between the employer and the union; and, failing an agreement between them, the matter shall be adjusted by the Chairman of the Conciliation Board of this district.

8. *Machine-work.*—Coopers engaged at machine-work shall be subjected to the provisions of this award, and any worker engaged

at any portion of the coopering industry shall be subject to this award. Any person in any establishment who shall do any work pertaining to the duties of a cooper or who handles coopers' tools, and any employer who engages him, shall be bound by this award.

9. *Preference to Unionists.*—If and so long as the rules of the union shall permit any person of good character and sober habits, and who is a competent workman, to become a member of the union upon payment of an entrance fee not exceeding 5s., upon his written application without ballot or other election, and so continue upon payment of subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, employers shall employ members of the union in preference to non-members, provided that there are members of the union equally competent with non-members to perform the particular work required to be done, and ready and willing to undertake it. This clause shall not compel employers to refuse to employ persons now in their employment, notwithstanding such persons are not and do not elect to become members of the union. Employers shall not discriminate against members of the union in the engagement or dismissal of their men, nor in the conduct of their business do anything for the purpose of injuring the union, directly or indirectly. When members of the union and non-members are employed together, they shall work together in harmony and under the same conditions, and there shall be no distinction between them, and they shall receive equal pay for equal work.

10. *Casual Workers.*—Casual workers shall be paid at the usual rate of pay per hour. Any cooper working for more than a week shall be regarded as a permanent hand with regard to notice of discontinuance of employment.

11. *Duration.*—These recommendations to take effect from the 5th day of December, 1904, until the 4th day of December, 1906.

L. J. BAGNALL,
Chairman of the Conciliation Board for the
Northern Industrial District.

2nd November, 1904.