

22. Each finisher shall file tips and toe-plates clean on all first- and second-class work on which he makes the bottoms, and tip and toe-plate nails only on all third- and fourth-class work on which he makes the bottoms.

23. Tip fillings on plain work are to be dressed same as the bottom; top fillings to be left level with tip.

24. The price of all extras shall apply to all work as required to be added to the boot before it leaves the hand of the workman to whom it is given; extras required after shall be subject to an advance of 25 per cent. upon the price fixed for that extra. If the extra required is nailing, a penny per pair above the ordinary extra shall be paid for that work.

25. Every employer shall pay to each workman and apprentice employed by him all moneys due to such workman or apprentice, whether for weekly wages or for work worked by piecework, once at least in each week.

26. Every employer employing workmen to execute work by piecework shall pay to such workmen the prices hereunder specified for such piecework, according to the nature of the work executed, that is to say: [The schedule of prices is not published.]

In witness whereof the seal of the Court of Arbitration of New Zealand hath been hereunto affixed, and the President of the said Court hath hereunto signed his hand, this 18th day of July, 1899.

W. B. EDWARDS, J., President.

#### AUCKLAND BUTCHERS.

Before the Board of Conciliation, in the Northern Industrial District.—In the matter of an industrial dispute between R. Salmon and others and the Auckland Butchers' Industrial Union, and a reference for settlement.

The Board, having heard evidence in the above case, recommends as follows:—

1. That the hours of labour for all butchers shall be sixty-one hours and a half per week in the summer months and fifty-nine hours and a half per week in the winter months, divided as follows: Monday, Tuesday, and Thursday, 6 a.m. to 5.30 p.m.; Wednesday, 6 a.m. to 1 p.m.; Friday, 6 a.m. to 6 p.m. during the months of May to October inclusive, and 6 a.m. to 7 p.m. during the months of November to April inclusive; Saturdays, 6 a.m. to 9 p.m. during the months of May to October inclusive, and 6 a.m. to 10 p.m. during the months of November to April inclusive.

The time allowed for meals shall be one hour and a half on Monday, Tuesday, Thursday, and Friday, half an hour on Wednesday, and two hours and a half on Saturday. Overtime shall be paid after these hours, at the rate of 1s. per hour up to 12 p.m., and after 12 p.m. 2s. per hour. Boys and youths shall be paid overtime at the rate of 6d. per hour up to 12 p.m. and 1s. per hour after 12 p.m. All Sunday labour shall be paid at the rate of double time, except in the case of slaughtermen, who, when engaged in killing on Sundays, shall receive an equivalent in time on Saturdays.

2. That the minimum rate of wages shall be as follows: Foremen, £3 per week; first shopman, whose work is confined to the shop, £2 3s. per week; small-goodsmen, which shall mean only those who are constantly employed in the manufacture of small goods, and shall not include boys learning the trade, £2 2s. per week; second shopman, £2 per week; other butchers, £1 15s. per week.

3. That boys going to the trade shall receive 15s. per week up to sixteen years of age; seventeen years of age, 17s. 6d. per week; eighteen years of age, £1 per week; nineteen years of age, £1 2s. 6d. per week; twenty years of age, £1 5s. per week; twenty-one years of age, £1 10s. per week. Certificates of age shall be provided by the Auckland Butchers' Union.

4. That the wage of beef-carters shall be—One- or two-horse carts, £2 2s. per week; two- or three-horse wagons, £2 5s. per week; four-horse wagons, £2 10s. per week.

5. That the wages for salters and cellar-men shall be—First hand, £2 5s.; second hand, £2 2s.; assistants, £1 15s. The hours to be the same as for shop hands.

6. That the wages of boners shall be—First hand, £2 2s.; second hand, £2. Hours and overtime shall be the same as shop hands.

7. That all wages shall be paid in full. Arrangements may be mutually agreed upon for board or lodging, or either.

8. That the rate of wages for slaughtermen shall be as follows: Foremen, £3; first slaughtermen, £2 10s. per week; second slaughtermen, £2 2s. per week; boys, same rates as in clause 3. All butchers killing at the rate of six beasts and sixty calves, sheep, &c., per week and over shall pay their slaughtermen £2 10s. per week; butchers killing less than this number shall pay £2 2s. per week. The hours and overtime as provided in clause 1.

9. That the wages of hawking-carters shall be £2 per week; first-class adult delivery-carters, £2 2s. per week; and second-class, £1 17s. 6d. Hours and overtime as per clause 1.

10. The above rates of wages shall in every instance be the minimum.

11. In all cases of an employé leaving his situation, or an employer discharging his hands, one week's notice shall be given.

12. This industrial agreement shall come into force on the 2nd day of October, 1899, and shall continue in force until the 1st day of April, 1901; and the penalty for any breach by either party to the agreement shall be any sum not exceeding £10.

A. H. COLLINS, Chairman.

Supreme Court, Auckland, 4th September, 1899.

#### AUCKLAND CURRIERS.

Before the Board of Conciliation, Northern Industrial District.—In the matter of an industrial dispute between Ireland Brothers and others and the Auckland Curriers' Industrial Union, and of a reference thereof for settlement.

The Board, having heard evidence in the above case, recommend as follows:—

1. That the working-hours for curriers shall not exceed forty-eight hours per week; the week's work to end at 12 o'clock noon on Saturday.

2. That all journeymen curriers other than those engaged on piecework rates shall receive a weekly wage of not less than £2 10s. per week.

3. That all wages shall be paid in full.

4. That all overtime shall be paid at the rate of time and a quarter.

5. That only two classes of workers shall be recognised—viz., journeymen curriers and apprentices, except as provided in clause 9.

6. That apprentices be employed at the rate of one to every three journeymen or fraction thereof, provided such journeymen have been employed two-thirds full time for the previous six months. That all such apprentices be legally indentured for a term of five years, three months' probation being allowed in each case, which three months shall be included in the term of apprenticeship. The rate of pay to be 5s. per week for the first year, 10s. per week for the second year, 15s. per week for the third year, £1 5s. per week for the fourth year, and £1 10s. per week for the fifth year. But that youths at present engaged in the trade, and not indentured, shall be allowed to complete the balance of their term on becoming legally indentured to any employers.

7. That no youth shall be employed as an improver after having served five years at the trade. In any case of hardship to an apprentice, such as an employer's retiring from business, dying, or otherwise, by which he is unable to complete his full term, then such apprentice may be bound again to another employer to complete his full term of five years' service.

8. That no unskilled labour be employed to do any part of a currier's work except at machines, and dubbing and colour-making, and handling sumacs.

9. That, in the case of any currier who, from old age or infirmity, may be unable to earn the minimum rate of wages, it shall be referred to a committee consisting of two members of the Auckland Curriers' Union of Workers