

factory half-holiday, subject to forty-eight hours being considered a full week; beyond this overtime rates must be paid. Should a public holiday intervene, the time lost through such holiday shall be deducted from the forty-eight hours, and not from the overtime.

Any time lost by any workman in any one week shall be deducted from any overtime worked by him during that week before he shall be paid overtime rates.

11. *Minimum Weekly Wages.*—No employer employing workmen at weekly wages shall (except as herein provided) pay to any such workman any less sum than £2 sterling for each week's work.

12. *Scale of Overtime Pay for Weekly Wages.*—All overtime shall be paid for as time and a quarter.

*Piecework.*—Threepence per hour above the prices hereinafter mentioned shall be paid for all piecework worked by overtime.

13. Instructors for apprentices shall be paid not less than £2 10s. per week. No instructor shall be allowed to receive any commission out of the earnings of the boys under his charge.

Clickers, benchers, or finishers in charge of any machine, and filling up their time at their branch of the trade, shall be paid not less than £2 per week.

14. In case of men in the clicking department who are not capable of commanding the minimum wage, they may refer their case to the Chairman of the Board of Conciliation for the district in which the question arises, who shall deal with it, and whose decision shall be final.

15. *Employment of Apprentices.*—(a.) All apprentices shall serve for a term of five years.

(b.) The proportion of apprentices to journeymen in the several branches shall be as follows, and no greater:—

Clicking department: One apprentice to every three men or fraction of the first three.

Benching department: One apprentice to every four men or fraction of the first four.

Finishing department: One apprentice to every four men or fraction of the first four.

Machinery department: One apprentice to every three men or fraction of the first three.

(c.) For the purpose of determining the proportion of apprentices to journeymen a given number of men must have been employed in any shop or factory for six months equal to two-thirds full time.

(d.) For the purpose of determining the proportion of apprentices who may be employed in the machinery department, all branches of the trade to which this award applies in which machinery is used shall be treated as one department.

(e.) The preceding rules are not to interfere with the engagements of present apprentices, but no new apprentices shall be taken by any employer until the number of apprentices employed by him shall be reduced to the proportions herein provided.

(f.) Employers' sons shall not be restricted by the foregoing rules.

16. All soles for riveted work shall be pricked before being given out to the benchmen.

17. The ground-work for all bottoms made by benchmen shall consist of one colour only, ink excepted.

18. The ground-work for all bottoms made by finishers shall be one colour only.

19. The base or ground-work for all classes shall be riveted.

20. Finishers shall file all bottoms on plain work.

21. Every benchman 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 where he makes the bottoms, filing tips and toe-plates where no bottoms are made by benchmen. Tips and toe-plates, nails,  $\frac{1}{4}$ d. per pair.

22. Every 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 bottoms; tip fillings to be left level with tip.

24. The price of all extras shall apply to 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,  $\frac{1}{4}$ d. 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. [The schedule is not published.]

### MARCH, 1900.

The following are an agreement between the tailors and employers of Invercargill; an agreement in Wellington between drivers of gravel- and sand-carts and employers, and one between drivers of cordial-manufacturers' carts and employers; recommendations of the Wellington Board in the bakers' dispute, and an agreement thereto; the recommendations of the Wellington Board in the coachbuilders' dispute; and an agreement between Wellington tramway drivers and their employers:—

#### INVERCARGILL TAILORS.

In accordance with "The Industrial Conciliation and Arbitration Act, 1894," the under-mentioned master tailors and journeymen tailors of Invercargill do hereby agree to adhere to the present log, and conditions attached to the same, for a period of two years, from the 1st February, 1900, to 1st February, 1902:—

Thomas Millar.	Price and Bullied.
J. H. Geddes, per A. Geddes.	C. McDonald.
E. Norton.	A. R. Porter.
Thomson and Beattie.	R. Tooley.
Pro Herbert Haynes and Co., W. Spite, Manager.	Fred Snowden.

#### WELLINGTON DRIVERS (GRAVEL- AND SAND-CARTERS).

THIS agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," this 20th day of December, 1899, between the Wellington Drivers' Union, a union duly registered under the provisions of the said Act, of the one part, and the employers of gravel- and sand-drays in the City of Wellington (whose signatures appear at the foot hereof, and who are collectively hereinafter referred to as and comprised in the term "employers"), of the other part:

Whereas certain differences have arisen between the parties hereto regarding the hours of labour, rate of pay, number of holidays, and other matters, and in order to settle such differences the parties hereto have agreed to enter into and execute this agreement: Now it is hereby agreed as follows:—

1. The term of this agreement shall be two years from the date hereof.

2. That all men employed by the employers shall commence work at 7 a.m., and shall not work later than 6 p.m. One hour shall be allowed for dinner. On Saturdays the hours shall be 7 a.m. to 2 p.m., and one hour shall also be allowed for dinner on Saturday.

3. That the employers shall pay all men employed by them wage at a minimum rate of £2 5s.

4. That all men employed by the said employers as casual hands shall receive payment at the rate of 1s. per hour from 7 a.m.