

41. Parliament can say that they must do it?—Parliament has said many things to the Arbitration Court that that Court refuses to do.

42. *A Member.*] In regard to Parliament giving the Arbitration Court powers, you consider it would be better for Parliament to say what hours the people should work?—We consider it much better that Parliament should lay down a basis from which the Court may work.

43. The long hours that you mention, of course, would include meal-hours?—Oh, no; there is no system of meal-hours in these places. There is in one place, "Stonehurst," but in "Glenalvon" there is no system; some of the staff have their meals standing up in the pantry. People staying there expect plenty of attendance, and the staff have no time to have a comfortable meal; they are going continually.

44. *Mr. Carey.*] The evidence of these girls in the "Glenalvon" case was sworn on oath: was Mr. Grosvenor able to refute the evidence of the girls?—No.

45. And the Court accepted the evidence?—Yes, His Honour will have it in his own records.

46. It was the president of the New Zealand Licensed Victuallers' Association who suggested the keeping of time-sheets; it was really the employers in the first place who sought for the introduction of time-sheets?—Yes; it was not my idea at all at first.

47. If the time on the wall corresponded with the record in the book no worker could successfully claim having worked excess hours?—No, he could not.

48. It would be the employer's own supineness if he did?—Yes.

49. You would agree to an amendment on the following lines: "The maximum daily hours above provided shall be worked within thirteen consecutive hours reckoned from the time the employee goes on duty until the time the employee goes off duty"?—Yes.

50. *Mr. Grenfell.*] Mr. Long, you stated that Mr. Palmer was president of the Licensed Victuallers' Association?—He is not now.

51. Have you endeavoured to secure the use of time-sheets: did not you endeavour to do so in Wellington?—Yes, I believe so.

52. Did the local hotelkeepers accept your suggestion?—No.

53. That was refused, amongst other things?—Yes.

54. I think it would be well to make clear the time upon which the evidence was given before the Arbitration Court in the "Glenalvon" case?—29th September, 1911.

55. Can you say from your own knowledge that that condition of affairs exists at present?—Well, I know from some of our people who work in the same establishment that it is so.

56. *Mr. Anderson.*] Did their giving evidence affect them?—I do not think so.

57. Regarding the time-sheet, Mr. Long, would it not seriously hamper the country hotel-keeper if he had to state definitely the hours in which the employee was at work? Would it not be very hampering to the business of a hotelkeeper if required to keep employees employed only at stated hours of the day?—I agree with you that there are such cases, but my experience has been that they have endeavoured to labour that point.

58. In respect to housemaids relieving waitresses, would it not be an advantage to the housemaid to be able to learn a higher branch of the business by going into the dining-room?—Well, nearly all housemaids are experienced waitresses.

59. Do you know of your own knowledge that waitresses would be prepared to do the work of housemaids?—The probability is that a girl is competent to do both kinds of work.

60. Regarding clause 4, subsection (2), are you aware, Mr. Long, that some two or three years ago a man in Timaru sued an employer for £260 for wages for overtime?—No, I am not. I am not aware that it was competent for him to do so.

61. Are you aware of this: that at one time the president of the Wellington Waiters and Cooks' Union, after being dismissed, sued for £45 or £50 which he claimed for overtime due to him?—No.

62. In such cases would it not be a protection to the employer to get a receipt?—Yes, I have no objection to his getting a receipt.

63. Does not the worker know the wages that are due to him?—They are not always as conversant with these things as they ought to be. Numbers of them have been working around country hotels, and this is something new to them.

64. Would they not be aware, Mr. Long, of the contract they made with their employer?—The employer often takes it for granted that the worker knows the arrangement. The award is the contract as betwixt the union and the employer.

65. If you are seeking employment you make arrangements with your employer as to what you are to receive?—No, I say the contract has already been made.

66. Awards do not prevail all over New Zealand, Mr. Long?—They do in my district. This is a Bill that will apply generally to New Zealand. There may be an odd case—emigrants, for instance—they do not know about these matters, and it is not reasonable to expect them to know. Here is the position so far as my union is concerned: All labour is employed from our office, so that a girl who is a stranger to the country is made conversant with it prior to leaving our office. They are members of the union; they join because if they want employment they have to come to our office for it; they are given a copy of the award, and it is explained to them.

67. Is it not reasonable that a receipt be given which will be a discharge to the employer?—I want to see a receipt given for the money that is actually received, not for money that a man is still entitled to.

68. Mr. Long, would your union be prepared to accept the clause as it is printed if the provision were made for the time-sheet to which you refer?—Well, it would help. Yes, I would be prepared to agree to it; at the same time it does not make the position as clear as I want it.