

recommend the granting of an increase in the hourly rates of wages, which is necessarily involved in claim 1 of the Society.

Mr. Mason expressly dissociates himself from the recommendation of the majority of the Board in regard to the taking of a ballot of the workshops and works staffs on the question of the weekly hours, and a separate memorandum is annexed in which he expresses his views on this matter, and also in regard to the recommendation of the Board under claim 61 (A.S.R.S.).

We have, &c.,
F. V. FRAZER.
WM. SCOTT.
JAS. MASON.

The Hon. the Minister of Railways, Wellington.

REPORT III.

SIR,—

Wellington, 23rd August, 1924.

In conformity with the order of reference dated 13th June, 1924, wherein we were appointed and authorized to inquire into and report to you whether in our opinion any, and, if so, what, alterations should be made in the rates of pay and/or the conditions of work in operation in respect of members of the Second Division of the Railway Service, other than those in the Locomotive Running Branch, and having due regard to the public interest and the maintenance of the Government Railways as a business concern paying reasonable interest on the capital cost thereof, we, the undersigned, have the honour to report as follows:—

Claims 19, 22, 27, 32, 43, 57, 59, and 60 were withdrawn by the advocate for the Society.

Upon claims 2, 4, 6, 18, 24, 28, 33, 40, 48, 49, 50, 51, 52, 54, 55, 56, 63, 65, 70, 71, 72, and departmental claim No. 5, no recommendations are made.

Upon claims 5, 7, 9, 14, 16, 23, 25, 26, 30, 31, 34, 37, 44, 45, 46, 47, 53, 58, 61, 64, 68, and departmental claim No. 6, recommendations have been made.

The Society did not present any claims numbered 66 and 67.

In so far as the claims enumerated above are concerned, whilst we do not necessarily agree upon the conclusions arrived at on every claim, we are able to concur without recording our individual expressions of dissent or comment. We are, however, unable to agree with the findings of a majority of the Board regarding claims 1, 3, 8, 10, 11, 12, 13, 15, 17, 20, 21, 29, 35, 36, 38, 39, 41, 42, 62, 69, 73, and departmental claims 1, 2, 3, and 4.

The statements of claim and reasons for dissent are set forth as under:—

SOCIETY'S CLAIM NO. 1: *That the forty-four-hour week hitherto existing in the Railway service be reinstated without any reduction in the present weekly rates of pay.*

DEPARTMENTAL CLAIM NO. 1: *Regulation No. 107: The words "and employees in the Traffic Branch (other than night-watchmen)" to be deleted. This means the abolition of "night rate" to this extent.*

A majority of the Board recommends as follows:—

"WORKSHOPS AND WORKS STAFFS.—With one dissentient (Mr. Mason) we recommend that Locomotive, Signalling, and Maintenance workshops employees and works men be given the choice of two alternatives:—

"(a.) A forty-four hour week, with overtime at rate and a half for all time worked in excess of eight hours on each of the first five days of the week and four hours on Saturday. The hourly rates of wages to remain as at present, and a guarantee to be given of forty-four hours' pay weekly.

"(b.) A forty-eight hour week, with overtime at rate and a half for all time worked in excess of eight hours and three-quarters on each of the first five days of the week and four hours and a quarter on Saturday. The hourly rates of wages to remain as at present, and a guarantee to be given of forty-eight hours' pay weekly.

"We recommend that a secret ballot of the men concerned (excluding apprentices and juniors) be taken at as early a date as possible. It is recommended that the ballot be taken under the supervision of the Department of Labour.

"In these two alternatives we recommend a substantial increase in the overtime rates, and recommend the taking of a ballot for the following reasons:—

"(a.) The claim as formulated asks for a forty-four hour week with forty-eight hours' pay. As the majority of the Board cannot recommend an increase in the rates of pay which is necessarily involved in the claim, it is thought that the men concerned ought to be given an opportunity of saying whether they are still in favour of a forty-four-hours week.

"(b.) A forty-four-hours week is generally established in New Zealand for tradesmen and their assistants, and, though we recognize that Railway conditions differ widely from those obtaining outside the service, we do not desire in the circumstances to depart from the principle unless the men agree."