

### (6.) AUCKLAND BAKERS.

Before the Board of Conciliation, in the Northern Industrial District.—In the matter of an industrial dispute between the Auckland Operative Bakers' Industrial Union of Workers and Walter Buchanan, Thomas Knight, Henry John Saulsbury, William Clarkson, Terance McQuillen, George Gee, Edward McKeown, Ralph Wilson, John Burton, William Everitt, William Collins, James Corley, Thomas Wilson, William Galbraith, Carl Schmidt, Philip Crowe, Frederick Price, Thomas J. Philips, James Gardiner, Till and Sons, Arthur Parsons, W. H. Philips, Charles Kingsford, Thomas King, John Giles, Edwin S. Wiles, Evans Brothers, Job Gibbs, Andrew Robertson, Walter Smith, Thomas Teasdale, jun., Robert Barber, Robert Cowan, James Davis, all of Auckland; Thomas M. Green, George Smerdon, George Kent and Sons, all of Newmarket; D. McPherson, of Panmure; Henry Hyland, Walter Kelsall, Robert Farrell, of Onehunga; George Thomas, of Avondale; Albert F. Stilwell, Richard Forgie, Robert Martin, all of Parnell; George Johnston, William Richardson, Henry Ford, all of Devonport; Joseph Johnson, John Hall, both of Otahuhu, in the Provincial District of Auckland, New Zealand, master bakers.

The Board recommends as follows :—

1. That no master baker shall employ any baker more than fifty-four hours per week, including sponging, excepting in cases of emergency, when time and a quarter shall be paid.

2. That the minimum rate of wages shall be as follows: Fore hand, 1s. per hour; second hand, 10d. per hour; third hand, 9d. per hour. Jobbers shall be paid 1s. per hour. All hands are to receive "dry pay" with the option of boarding with the employers.

3. Any boy or youth learning the trade shall be duly bound by indenture for a period of three to five years. Three months' probation may be allowed, which shall be included in the term of indenture.

4. When an apprentice lives in the house of his employer the scale of wages shall be as follows:—Three years' period: 5s. first

year, 7s. 6d. second year, 12s. 6d. third year, and found. Four years' period: 4s. first year, 6s. second year, 10s. third year, 12s. 6d. fourth year, and found. Five years' period: 3s. first year, 5s. second year, 7s. 6d. third year, 10s. fourth year, 12s. 6d. fifth year, and found.

5. That an apprentice who has served a term of three or four years may be an "improver" for not more than one year with another employer, at a minimum pay of 25s. per week, "dry pay."

6. No other class of "improvers" shall be allowed, but any person at present an improver may continue as such for a period of not more than one year from the date of the industrial agreement. "Improver" shall mean any person other than apprentice or a journeyman, or a member of employers' family.

7. That employers shall make no discrimination between union and non-union men.

8. That the industrial agreement shall be signed on or before 16th May, 1898, and shall be binding for a period of three years.

9. That for any breach of the industrial agreement the penalty shall be a sum not exceeding £10.

Dated this 7th day of May, 1898, at Auckland.

GEORGE BURGESS,  
Chairman of the Board.