

*Otago Metal-workers' Assistants.—Recommendation of Conciliation Council.*

(Otago and Southland Industrial District.)

In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Otago Metal-workers' Assistants' Industrial Union of Workers, applicants, and Anderson and Co. and others, respondents.

THE following recommendation of the Conciliation Council appointed to hear the above dispute is published pursuant to subsection (4) of section 43 of the Industrial Conciliation and Arbitration Amendment Act, 1908, and number 34 of the regulations thereunder.

Dated at Dunedin this 4th day of April, 1913.

THOS. E. ROBERTS,  
Clerk of Awards.

RECOMMENDATIONS.

*Hours of Work.*

1. EIGHT hours to be a standard day's work on five days, and on Saturday four hours; but the different shops can arrange to work a fraction of an hour each day to make up for the Saturday half-holiday, for which fraction no overtime shall be charged.

*Night-workers.*

2. The hours for night-workers to be arranged in each establishment, one hour to be allowed each night for meals when two shifts are worked; when three shifts are worked, meal-time as may be found practicable.

*Minimum Rate of Wages.*

3. The following shall be the minimum rate of wages: Labourers, 1s. 0 $\frac{3}{4}$ d. per hour; strikers, 1s. 0 $\frac{3}{4}$ d. per hour; yardmen, 1s. 0 $\frac{3}{4}$ d. per hour; machinists, 1s. 1 $\frac{3}{4}$ d. per hour.

4. All labourers working on ship or marine-boiler repair work to be paid at the rate of 1s. 2 $\frac{3}{4}$ d. per hour, while on the job either on board or in the shop.

5. All furnacemen working cupola and annealing furnaces shall be paid at the rate of 1s. 2 $\frac{1}{4}$ d. per hour. This rate shall be paid to an annealing-furnace man during such times as he is employed firing up.

6. The wages of boys and youths shall be as follows: Under fifteen years of age, 10s. per week; fifteen to sixteen, 15s. per week; sixteen to seventeen, £1 per week; seventeen to eighteen, £1 5s. per week; eighteen to nineteen, £1 10s. per week; nineteen to twenty, £1 15s. per week; after that, the minimum rate of wages.

*Boilermakers' Award.*

7. It shall be a sufficient compliance with the provisions of clause 10 of the award made by the Court in the matter of a dispute between the United Boilermakers and Iron-ship Builders' Union of Workers and the employers therein mentioned if the machinists engaged as workmen under such award are members of the Otago Metal-workers' Assistants' Union.

*Overtime and Holidays.*

8. (a.) All time worked in excess of the time mentioned in clause 1 hereof in any one day shall be paid for at the rate of time and a quarter for the first two hours, and thereafter at the rate of time and a half.

(b.) Work done on New Year's Day, Easter Monday, or the King's Birthday shall be paid for at the rate of time and a half.

(c.) Work done on Sunday, Good Friday, Labour Day, or Christmas Day shall be paid for at the rate of double time.

*Under-rate Workers.*

9. (a.) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on the application of the worker, after forty-eight hours' notice given to the union, by the