

*Taranaki Bakers and Pastrycooks.—Recommendation of Conciliation Council.*

Under the Industrial Conciliation and Arbitration Act, 1908, and its amendments.

(No. 18.)

Taranaki Industrial District.

In the matter of an industrial dispute between the Taranaki Operative Bakers and Pastrycooks' Industrial Union of Workers, applicants, and May and Arrowsmith and others, respondents.

THE following recommendation of the Council of Conciliation appointed for the hearing of the said dispute is published in pursuance of the provisions of subsection (4) of section 43 of the Industrial Conciliation and Arbitration Amendment Act, 1908.

Dated at New Plymouth this 2nd day of December, 1913.

J. TERRY,

Clerk of Awards.

RECOMMENDATION.

*Hours of Work.*

1. (a.) THE hours of work for bakers and pastrycooks shall not exceed forty-eight in any one week.

(b.) Subject to the special provisions hereinafter contained, the daily hours of work shall be regulated by each employer from time to time according to the requirements of his business, but so that any time worked in excess of ten hours in any one day by any worker shall be reckoned and paid for as overtime, whether or not such worker shall have worked forty-eight hours in that week.

(c.) The hour of starting work for bakers shall be not earlier than 4 o'clock a.m., except on Saturdays and the day immediately preceding a public holiday, when it may be one hour earlier—viz., 3 o'clock a.m. In the event of a double holiday, work may commence two hours earlier—namely, 2 o'clock a.m. Where employers have country deliveries, or have to forward bread by country coaches, they may start at 3 a.m.

(d.) If any employer shall require any of his workers to start work at an earlier hour than that hereinbefore prescribed, he shall pay such worker overtime at the rate of double time for all time worked between midnight and the hour prescribed for starting work, and such overtime shall be paid notwithstanding a full day's work shall not be worked by the particular worker who is so required to start work at such earlier hour. If a jobber is required to work at an earlier hour than the hours hereinbefore prescribed, he shall be paid double time for any time worked between midnight and such prescribed hours.

(e.) Any journeyman employed to make dough by machinery or hand may start work earlier than the hours hereinbefore prescribed, but any journeyman who for that purpose is required to start work earlier than those hours shall be paid 5s. per week in addition to the minimum wage fixed by this award.

(f.) In towns having a population of less than 1,500 persons according to the census of 1911, the hours of work may be fixed by each employer according to the requirements of his particular business.

(g.) The hour of starting work for pastrycooks shall not be earlier than 6 a.m. on Tuesday, Wednesday, Thursday, and Friday, and not earlier than 4 a.m. on Monday and Saturday. In cases of emergency, and on any holiday and the day immediately preceding such holiday, the starting-time shall be agreed on between the employer and the foreman.

*Wages.*

2. (a.) The minimum wages shall be as follows: Foreman baker or pastrycook, £3 5s. per week; journeyman baker or pastrycook, £2 15s. per week; baker's labourer, £2 8s. per week.

(b.) A baker's labourer shall not be employed in the actual manufacture of bread or small goods, except that he may be employed to assist a journeyman in working a bread-baking machine.