

in 1892. Though there was a "log" in existence, it was more honoured in the breach than in its observance, and a low rate of pay was the order in several work-places; besides, several cases of intimidation were proved, evidence being conclusive that girls were discharged for joining the union formed in 1892, and for stating the low rates of wage paid for the work done—one young woman stating that though she had been four years at the trade, and was considered a fairly good worker, she was receiving the munificent sum of 9s. per week. Other young women gave evidence which proved that the average wage paid was about 10s. per week, and the hours worked were considerably over ten per day. The outcome of gaining this information, which was placed before the public, was that a feeling of strong sympathy was evoked, and many of the best men and women in the community gave help in the formation of the union in 1892. A determined effort was then made to get a "log" established, and many meetings took place between the employers and the representatives of the union. The then president of the Chamber of Commerce (Mr. Adam Porter) stated at a public meeting that there was a great deal of under-pay going on in Auckland, and it was the duty of every citizen to see that the weaker section of the community received protection. After protracted delays, however, the negotiations between the union and the manufacturers broke down, and matters remained quiet till within eighteen months ago. Then, owing to complaints made by the girls to the committee of the union about wages being lowered, owing to the undercutting among some of the employers, a further attempt at securing a "log" suitable to the requirements of the Auckland trade was made. Negotiations between various manufacturers and the union, extending over ten months, resulted in a "log" being prepared which was acceptable to both parties. The "log" was printed, and sent to all the factories in the city, with a request from the union asking for an interview, so that it could be discussed and fairly considered. The result of the appeal from the union was that four firms, Messrs. A. Clark and Sons, J. M. Morran, F. Greer, and Mrs. Davy, accepted the proposed "log" as a fair and just one, and were prepared to pay it if other firms would do so. The parties to the dispute, as cited on the margin of the application paper—Messrs. G. Powley, Joseph Ehrman, Van Breda, Mrs. Jordan, and Mrs. Lumsden—returned no written acknowledgment as to their intention in connection with the said "log," which is filed with the application form lodged with the clerk of the Conciliation Board. The Auckland Tailoresses' Union therefore claim the matter now submitted to the Board as a fair subject of contention, as it is undoubtedly wrong that honourable and fair-dealing manufacturers, who are prepared to pay a fair wage to their employes, should have to compete against others who are working their factories at a difference of over 30 per cent. as far as wages to the women workers are concerned. We also wish to state that the "log" submitted to the Auckland employers is not so high as the "log" drawn up by the representatives of the Dunedin, Christchurch, and Wellington Tailoresses' Unions, who assembled in conference at Wellington last week. We claim that all through our negotiations in the matter of this "log" we have acted in a spirit of conciliation and with a due regard to in no way harass or hamper the local trade requirements. I have been assured within the past twenty-four hours that there are manufacturers at present offering to do work for warehouses fully 20 per cent. under another factory which has not paid log prices. There has not been any spirit of antagonism in this matter. It is a battle really on behalf of those who are prepared to do the right thing and to keep down the extension of the "sweating" system.

Mrs. Hendre, secretary to the union, said in the matter of making these arrangements about the log they had been treated with consideration by employers, which made her hope that this dispute would be amicably decided. That the claim made by the union was just was shown by the fact that the log had been accepted by a number of firms. They were not asking even now what the Southern girls were getting. She believed in co-operation as far as possible. The best interests of the workers were best conserved by considering the interests of employers. That was her opinion, and the girls also were quite of one opinion—that it was their interest to conserve as far as possible the interests of their employers.

The following recommendation was made:—

That the shirt and clothing logs herewith be adopted, subject to the following alterations:—

*In the Shirt Log.*—(1.) Paragraph 1 to read: "It is to be distinctly understood that the following statement is based upon power-driven and treadle machines, and that all button-holes and eyelet-holes are machine-made." ("And treadle" added to original log.) (2.) Paragraph 2 to read: "Prices for any class of work not provided for in this list shall be arranged between the manager and advisory committee" (instead of between the manager and committee of the union). (3.) Button-holes to be paid for at the rate of 3d. per 100. (4.) Weekly wages: Machinists—Altered from first three months (3s. 6d.) to first four months (3s. 6d.), second three months (5s.) to second four months (5s.), third three months (7s. 6d.) to third four months (7s. 6d.); finishers—altered from first three months (3s. 6d.) to first four months (3s. 6d.), second three months (5s.) to second four months (5s.), third three months (7s. 6d.) to third four months (7s. 6d.); third-class finishers from 15s. to 12s. 6d., second-class from 17s. 6d. to 15s., first-class from £1 to 17s. 6d. (5.) Improvers after twelve months instead of nine months. (6.) Drills and denims to be included in this log as well as in the clothing log. (7.) The last paragraph to read: "An advisory committee may be provided for in every working establishment, to be elected annually. The number of said committee to be six. The committee to be chosen by the workers themselves." ("Shall" altered to "may be provided.")

*In the Clothing Log.*—(1.) "Machinists' weekly wages" to read "machinists' and finishers' weekly wages." (2.) Apprentices: The rate of wages to be as in the shirt log. (3.) Improvers after twelve months instead of nine. The "advisory committee" to read, "An advisory committee may be provided, &c." (as in shirt log). The last two items under shop trousers to read: "Denims with patent buttons, felling bottoms, 1d.; denims, felling bottoms and buttons, 1½d.; American denims, men's, 5½d." In last paragraph to read "advisory committee" for "committee of the union." The above recommendation to be embodied in our industrial agreement, to remain in force for one year from the 1st December, 1897. The above-named employers and the union to be bound by the terms and conditions of the agreement, provided that if any other person or firm in conducting their business shall not conform to such terms the union shall take the necessary steps to compel them to do so within fourteen days of the notice from any employer or employers, and if the union fail to commence to carry out proceedings it shall be unable to compel such persons to the terms, then the parties to this agreement shall be released from it.

By comparing the above with the original Tailoresses' and Shirtmakers' Logs, which cannot be published here, the alterations made by the Conciliation Board will be better understood.