

CANTERBURY INDUSTRIAL DISTRICT.

(1117.) CANTERBURY MALTSTERS AND BREWERY EMPLOYEES.— AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1905,” and its amendments, and in the matter of an industrial dispute between the Canterbury Maltsters and Brewery Employees’ Industrial Union of Workers (hereinafter called “the union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

The Canterbury (N.Z.) Seed Company (Limited), maltsters,
Christchurch.

Crown Brewery Company (Limited), brewers and maltsters,
Christchurch.

Manning and Co. (Limited), brewers and maltsters, Christchurch.

Victoria Brewery Company (Limited), brewers and maltsters, Christchurch.

Vincent and Co. (Union Brewery), brewers, Christchurch.

Ward and Co. (Limited), brewers and maltsters, Christchurch.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and the agreement arrived at by the parties hereto, and in order to give effect to the application of the parties hereto that the terms and conditions agreed upon be embodied in this award, doth hereby order and award:—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that a sum of £100 shall be the maximum penalty payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect (1) as to breweries, from the 1st day of September, 1906; (2) as to the Canterbury Seed Company's malthouses, from the 1st day of May, 1907; and (3) as to other malthouses, from the 1st day of January, 1907, and shall continue in force until the 31st day of August, 1908.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the President of the Court hath hereunto set his hand, this 16th day of October, 1906.

FREDK. R. CHAPMAN, J., President.

THE SCHEDULE.

Hours of Labour.

1. The hours of labour for men employed in breweries shall be forty-five per week; such hours of work to be optional between

the hours of 7.30 a.m. and 4.30 p.m., or between the hours of 8 a.m. and 5 p.m., except where the process of manufacture requires earlier or later attendance.

Brewery night-men's hours of labour shall be five hours per day on five days of the week, to start at such time as suits the firm.

3. The hours of labour for maltsters' workmen employed in large malthouses (four men and over) shall be forty-five per week; not exceeding eight hours on five days of the week, and five hours on Saturdays, not commencing before 7 a.m., and ceasing at 1 p.m. on Saturdays. For malthouses of three men and under, the hours of work shall be forty-five hours per week, not commencing before 6 a.m. and ceasing at 1 p.m. on Saturdays.

4. The hours of labour for maltsters' night-men shall be the same as those for day-men.

Wages.

5. The following shall be the minimum rates of wages: Brewery-men, £2 5s. per week; brewery night-men, £2 7s. 6d. per week; bottling-house men, £2 5s. per week; coopers, £2 15s. per week; maltsters' workmen, £2 3s. 1½d. per week; maltsters' night-men, £2 5s. 7½d. per week. The same rate of wages shall be paid in every case up to forty-eight hours, but all time worked beyond forty-eight hours per week shall be paid for at the rate of time and a quarter, except in the case of maltsters' workmen and maltsters' night-men, who shall be paid at the rate of 1s. 3d. per hour for all work done beyond the forty-eight hours.

6. Boys employed in the bottling-house shall be paid according to the following scale: From 14 years up to 16 years, 8s. per week; from 16 years up to 17 years, 12s. 6d. per week; from 17 years up to 18 years, 15s. per week; from 18 years up to 19 years, £1 per week; from 19 years up to 20 years, £1 5s. per week; from 20 years up to 21 years, £1 8s. per week. Boys over the age of twenty-one years shall receive the minimum rates of wages prescribed in clause 5 hereof.

Payment for Sundays.

7. All work done on Sundays whether in the brewery or malt-house shall be paid for at the rate of time and a quarter.

Casual Labour.

8. Casual labour shall be paid for at the rate of 1s. per hour, unless employed for a full week, when the ordinary rates of wages shall be paid.

Holidays.

9. The following shall be the recognised holidays: New Year's Day, Good Friday, Easter Monday, Show Day (*i.e.*, People's Day), Labour Day, Sovereign's Birthday, Anniversary Day, Christmas Day, and Boxing Day.

10. All work done on any of the above-named holidays shall be paid for at the rate of time and a quarter. This means ordinary time for the whole day, and time and a quarter extra for the actual time worked.

General Conditions.

11. All wages shall be paid weekly, and in the employer's time.

12. No man shall work continuously for more than five hours without a meal.

13. All men required to work overtime at night shall be notified the previous day, or be allowed a reasonable time in which to get their meals, or be paid 1s. extra for their tea by their employer.

14. Men working under excessive heat shall be allowed a reasonable time before starting work in a cold temperature.

15. No man shall work more than four hours in any one day at an open malt-screen.

Employment of Youths.

16. The proportion of boys under the age of eighteen years to journeymen, employed by any employer, shall not exceed the following: Two boys to the first six men or fraction thereof, then one boy to every three men, calculated on the total number of men employed by the employer or firm, who receive union wages or over, which calculation shall be based on the number of such employees on the books for the previous six months.

17. Ordinary work, except for the scouring of utensils, shall be continuous, subject to the usual meal-hours.

Preference to Unionists.

18. The employer shall employ members of the union in preference to non-members, provided there are members of the union equally qualified with non-members to perform the particular work required to be done, and ready and willing to undertake it. This clause shall not apply to youths under the age of twenty-one years, nor to employees who are employed as foremen or in any position of supervision, nor to casual labour.

Under-rate Men.

19. Any worker who considers himself incapable of earning the minimum wage hereinbefore prescribed may be paid such less wage as shall be agreed upon in writing between such worker and his employer, or in default of such agreement, as shall be fixed by the Chairman of the Board of Conciliation. It shall be lawful for Manning and Co., Ward and Co., and the Crown Brewery employers, parties hereto, to employ two under-rate men, and for the other employers, parties hereto, being the proprietors of small

breweries, one under-rate man, each; but in no case shall it be lawful for an employer to employ more than two under-rate men.

20. The Thursday or Saturday half-holiday shall be optional.

Duration of Award.

21. This award shall be deemed to have come into force (1) as to breweries upon, and to be in force from, the 1st day of September, 1906; (2) as to the Canterbury Seed Company's malthouses it shall come into force on the 1st day of May, 1907; and (3) as to the other malthouses on the 1st day of January, 1907; and shall remain in force until the 31st day of August, 1908; and thereafter shall continue in force until superseded by another award or an industrial agreement.

In witness whereof the seal of the Court of Arbitration hath hereunto been put and affixed, and the President of the Court hath hereunto set his hand, this 16th day of October, 1906.

FREDK. R. CHAPMAN, J., President.

REASONS.

This award embodies the agreement of the parties.

Dated this 16th day of October, 1906.

FREDK. R. CHAPMAN, J., President.
