

## (1507.) MATAURA PAPER-MILL WORKERS.—AWARD.

In the Court of Arbitration of New Zealand, Otago and Southland Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1905,” and its amendments; and in the matters of an industrial dispute between the Paper-mill Workers’ (Mataura Branch) Industrial Union of Workers (hereinafter called “the union”) and the New Zealand Paper Mills (Limited) hereinafter called “the employer”).

THE Court of Arbitration of New Zealand (hereinafter called “the Court”), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard the employers or by its representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award:—

That as between the union and the members thereof and the employer, 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 employer, 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 employer 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 the 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 from the 2nd day of March, 1908, and shall continue in force until the 31st day of October, 1910.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 21st day of February, 1908.

W. A. SIM, Judge.

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SCHEDULE.

*Hours of Work.*

1. The hours of work for shiftmen shall be forty-eight hours per week, in six shifts of eight hours each, exclusive of the time required for getting up steam.

The hours of work for all other workers shall be forty-five hours per week, exclusive in the case of carters of the time required for necessary attendance to horses. The hours of work shall be eight hours on the first five days of the week, and five hours on Saturday, and work shall cease at 1 p.m. on Saturday.

*Overtime.*

2. All time worked beyond the hours hereinbefore specified shall be paid for at the rate of time and a quarter for the first three hours, and thereafter at the rate of time and a half. Provided that not less than 10s. shall be paid to any worker engaged in cleaning out flues.

*Holidays.*

3. All time worked on Sunday, Christmas Day, or Good Friday shall be paid for at the rate of double time, except time worked in the overhaul and repair of machinery, which shall be paid for at the rate of time and a half.

All time worked on any of the following holidays shall be paid for at the rate of time and a half: New Year's Day, Easter Monday, Labour Day, and the birthday of the reigning sovereign.

*Rates of Wages.*

4. (a.) The following shall be the minimum wages to be paid to the several classes of workers hereinafter specified, that is to say,—

	£	s.	d.	
Machinemen .. ..	0	1	2	per hour.
Machinemen's assistant ..	0	0	8½	„
Beatermen .. ..	0	1	2	„
Beatermen's assistants ..	0	0	9½	„
Engine-drivers .. ..	0	1	1½	„
Firemen .. ..	0	1	0	„
Boilermen .. ..	0	0	10½	„
Choppermen .. ..	0	0	11¼	„
Choppermen's assistants..	0	0	9	„
First glazier .. ..	0	0	10	„
Second glazier .. ..	0	0	8	„
Cuttermen .. ..	0	1	0	„
First finisher .. ..	0	1	0	„
Second finisher .. ..	0	0	11¼	„
Third finisher .. ..	0	0	9½	„
Baler .. ..	0	0	10½	„
Yardmen .. ..	0	0	10½	„
Nightwatchman .. ..	0	1	0	„
Man in charge of rag-shed ..	0	0	11¼	„
Man in charge of bag-room ..	3	0	0	per week.
Boy in bag-room .. ..	1	0	0	„
Carter .. ..	2	6	0	„

(b.) In cases where the employer is at present paying any worker more than the minimum wage herein prescribed, the employer shall continue to pay such worker the same wage as is now being paid to him.

(c.) In cases where a weekly wage is prescribed, such wage shall not be subject to any deduction save for time lost through the worker's own default.

(d.) The wage of a carter shall cover attendance to horses on Sundays, week-days, and holidays.

*Preference of Employment.*

5. Preference of employment shall be given to members of the union if the same are available. When non-members are employed there shall be no distinction between members and non-members, both shall work together in harmony, work under the same conditions, and receive equal pay for equal work.

*Odd Labour.*

6. In the event of the employer closing down its mill or working short time, all odd labour required by the employer shall be distributed as evenly as possible among all the workers in the employ of the employer who shall be capable of doing the work required to be done.

*Scope of Award.*

7. The provisions of this award shall apply only to workers employed in or about the employer's paper-mill at Mataura.

*Term of Award.*

8. This award shall come into force on the 2nd day of March, 1908, and shall continue in force until the 31st day of October, 1910.

In witness whereof the seal of the Court of Arbitration hath hereunto been put and affixed, and the Judge of the said Court hath hereto set his hand, this 21st day of February, 1908.

W. A. SIM, Judge.

MEMORANDUM.

Clauses 5 and 6 of the foregoing award are taken from the industrial agreement made in November, 1901 (Book of Awards, Vol. iii, p. 656), between the union and the former proprietors of the Mataura Falls Paper-mill.

The union asked to have the following provision added to the preference clause:—

“In all cases where a vacancy shall occur in the mill, workers, whether they be men, boys, or girls, who are then in the employment

of the employer and are qualified, shall be entitled to the first chance to fill the vacancy.”

It appears to have been the practice of the mill to promote workers in this way, but the Court did not think it desirable to deal with this in the award. It recommends the employer to continue the present practice on the subject.

W. A. SIM, Judge.