

## CANTERBURY INDUSTRIAL DISTRICT.

---

### (2055.) CANTERBURY CONFECTIONERY, BISCUIT, AND FRUIT-PRESERVING EMPLOYEES.—AWARD.

In the Court of Arbitration, New Zealand, Canterbury Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1908,” and its amendment; and in the matter of an industrial dispute between the Canterbury Confectionery, Biscuit, and Fruit-preserving Employees’ Industrial Union of Workers (hereinafter called “the union”) and the under-mentioned persons, firms, and companies (hereinafter called “the employers”):—

Atlas Confectionery Company, Dundas Street, Christchurch.  
 Aulsebrook and Co., St. Asaph Street, Christchurch.  
 Dainties Limited, 101 Lichfield Street, Christchurch.  
 Guillermo and Co., Durham Street, Christchurch.  
 Whittaker Bros., Lincoln Road, Addington.

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 of the parties, and in order to give effect to the application of the parties that the terms and conditions thereof should 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 hereof 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 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 1st day of March, 1910, and shall continue in force until the 1st day of March, 1912.

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 1st day of March, 1910.

W. A. SIM, Judge.

---

SCHEDULE.

*Hours of Work.*

1. The hours shall be forty-eight per week—eight and three-quarter hours on five days and four and one-quarter hours on Saturday. Females and boys as provided under the Factories Act.

*Wages.*

2. (a.) The minimum rate of wages to be paid to the following classes of persons employed in the process, trade, or business of a manufacturing confection shall be as follows: Confectioners

in charge of departments, three pounds (£3) per week of forty-eight hours.

(b.) Confectioners, meaning all adults handling or dealing with confectionery in any process of manufacture from raw sugar, glucose, gelatine, gum, liquorice, chocolate, or similar materials, to the finished article, or engaged in operating or controlling any depositing-machine, lozenge-machine, revolving pans—not less than four pans—Eureka sugar-boiler, vacuum pans, and men attending chocolate and cocoa machines, shall be paid not less than two pounds ten shillings (£2 10s.) per week of forty-eight hours.

*Assistants, and General Workers (Male).*

3. The following shall be the minimum rates of pay for assistants and general workers (male): First year, 8s. per week; second year, 12s. 6d. per week; third year, 17s. 6d. per week; fourth year, £1 2s. 6d. per week; fifth year, £1 7s. 6d. per week; sixth year, £1 14s. per week; after the sixth year, £2 2s. per week.

*General Female Workers.*

4. The following shall be the minimum rates of pay for general female workers: First year, 7s. per week; second year, 10s. per week; third year, 13s. per week; fourth year, 16s. per week; fifth year, £1 per week.

*Piecework.*

5. (a.) Piecework shall be permitted at the following rates:—

Chocolate girls: Placing biscuits for covering, 2s. per 100 wires (27 by 14); placing creams, 4s. per 100 wires (27 by 14); hand-covering, ordinary,  $\frac{3}{4}$ d. per pound; hand-covering, best,  $1\frac{1}{8}$ d. per pound; packing and wrapping Dolly Varden or chocolate sponge,  $4\frac{1}{4}$ d. per box of 4 lb.; packing ginger, &c., 2d. per box of 4 lb.; packing dates and prunes,  $1\frac{1}{4}$ d. per box of 4 lb.; packing fruits and 2 lb. varieties, 1d. per box of 2 lb.; packing chocolate biscuits, 2d. per tin, about 12 lb.

(b.) Confectionery girls: Wrapping and packing caramels,  $\frac{3}{4}$ d. per pound; wrapping and packing kisses,  $\frac{1}{2}$ d. per pound; wrapping and packing toffee, 3d. per 8 lb. tin.

*Biscuit-bakers.*

6. The wages of a competent biscuit-maker shall be at the rate of not less than three pounds (£3) per week of forty-eight hours. A competent biscuit-maker is one who has a thorough practical knowledge of the trade and who is competent to make, from the raw material to the finished article, all kinds of plain or fancy biscuits in a satisfactory manner, and is also able to supervise the working of the different machines used in the whole process of manufacturing the biscuits.

*Assistant Biscuit-bakers (Male).*

7. The following shall be the minimum rates of pay: Mixing doughs, &c., £2 10s. per week; working brake machine, £2 10s. per week; setting and working cutting-machines, £2 10s. per week.

(a.) Assistants working soft dough, mixing-machine, cutting-machine, and brake, £2 5s. per week. Assistants working these machines, when used for both hard and soft dough, £2 10s. per week.

(b.) Assistants taking off biscuits from travelling ovens, £2 per week.

*Overtime.*

8. All time worked beyond the hours prescribed in clause 1 shall be considered overtime, and shall be paid for at the rate of time and a quarter, provided that those workers who are not provided for in the overtime clause of the Factories Act shall receive not less than 9d. per hour for all overtime worked.

*Holidays.*

9. The recognised holidays shall be those provided for in the Factories Act, namely: Christmas Day, New Year's Day, Good Friday, Easter Monday, Labour Day, and sovereign's birthday.

No payment shall be made for these holidays, except in the case of females and boys under eighteen years of age.

10. Work done on Sunday, or on any of the holidays specified, shall be paid for at the rate of double time, excepting in the case of firing ovens, and other necessary work for starting factory, for which ordinary rates shall be paid.

*Apprentices.*

11. Youths not exceeding the age of eighteen years may be indentured as apprentices, and, whether indentured before or after the date of this award, may be employed in the proportion of one to three, or fraction of three, confectioners in charge of departments and confectioners: Provided that when any youths under the age of twenty-one years are at the date of this award employed in the industry of confectioners, such youths may be apprenticed from the date of their entering the industry until they attain the age of twenty-one years; but so that the total number of apprentices, including any such youths, shall not exceed the proportion of two to four, or fraction of four, confectioners in charge of departments and confectioners, until by the expiration of the term of any apprenticeship the proportion is reduced to one to three or fraction of three confectioners in charge of departments or confectioners employed. The term of apprenticeship shall be for five years.

*Apprentices' Wages.*

12. Apprentices' wages shall be as follows: First year, 8s. per week; second year, 11s. per week; third year, 15s. per week; fourth year, £1 2s. 6d. per week; fifth year, £1 10s. per week.

*Probation.*

13. A youth may serve three months as a probationer, and if the youth is then indentured, such period shall count as part of the apprenticeship.

*Improvers.*

14. Improvers may be employed, but not for a longer period than two years (and then only after having served an apprenticeship) at the following wage: First year, £1 15s. per week; second year, £2 2s. 6d. per week.

*Preference.*

15. (a.) So long as the rules of the union shall permit any person of good character to become a member of the union upon payment of an entrance fee not exceeding five shillings (5s.), upon his written application, without ballot or other election, and so to continue on payment of subsequent contributions, whether payable weekly or not, not exceeding 6d. per week, employers shall employ members of the union in preference to non-members, provided that there are members of the union equally competent with non-members to perform the work required to be done, and ready and willing without undue delay to undertake it. This clause shall not compel employers to refuse to continue to employ persons now in their employment.

(b.) An employment-book shall be kept at the office of the secretary of the Christchurch General Labourers' Union, 219 Hereford Street, Christchurch, wherein shall be entered the names and addresses of all the members of the union for the time being out of employment, with a description of the branch of the trade in which each member claims to be proficient.

(c.) This preference clause shall not apply to persons under the age of twenty years.

*Committee.*

16. A committee of three from the employers and three from the workers' union shall be empowered to deliberate upon, and if possible settle, any questions affecting the workers or the trade not provided for in these conditions.

*Payment of Wages.*

17. Wages shall be paid weekly, and in the employers' time.

*Term of Award.*

18. This award shall come into force on the 1st day of March, 1910, and shall remain in force until the 1st day of March, 1912.

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 1st day of March, 1910.

W. A. SIM, Judge.

---

MEMORANDUM.

This award embodies, without alteration, the agreement of the parties.

W. A. SIM, Judge.

---