

(2452.) CANTERBURY FREEZING-WORKS, BACON, MANURE, AND SOAP EMPLOYEES.—AWARD *RE* SOAP-WORKERS.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Canterbury Freezing-works, Bacon, Manure, and Soap Employees' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

The New Zealand Provision and Produce Company, Belfast.  
The New Zealand Soap and Candle Works, Ferry Road,  
Woolston.

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 such of the employers as were represented either in person or by their representatives duly appointed, 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 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 as from the 1st day of July, 1911, and shall continue in force until the 14th day of January, 1914.

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 22nd day of November, 1911.

W. A. SIM, Judge.

## SCHEDULE.

*Hours of Work.*

1. The week's work shall consist of forty-eight hours between the hours of 7.30 a.m. and 5 p.m. for five days of the week—no work to exceed more than eight hours and a half in any one day; and one day of the week the hours shall not exceed five hours and a half, between the hours of 7.30 a.m. and 1 p.m.

*Minimum Rate of Wages.*

2. The following shall be the minimum rate of wages for workers employed in soapworks—viz., 1s. per hour.

*Employment of Youths.*

3. Boys and youths up to eighteen years of age may be employed at the discretion of the employer at not less than the following rates of wages per week: Between the ages of fourteen and fifteen years, 12s. per week; fifteen and sixteen years, 15s. per week; sixteen and seventeen years, 18s. per week; and seventeen and eighteen years, £1 1s. per week.

*Overtime.*

4. All time worked in excess of those hours mentioned in clause 1 shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first four hours, and time and a half afterwards.

*Holidays.*

5. The following shall be the holidays: New Year's Day, Easter Monday, Labour Day, Show Day, Boxing Day, King's Birthday, Good Friday, Christmas Day, and local Picnic Day.

*Payment for Holidays.*

6. Double time shall be paid for work done on Christmas Day, Good Friday, and Sundays; time and a half shall be paid for work done on New Year's Day, Easter Monday, Labour Day, Show Day, Boxing Day, King's Birthday, and local Picnic Day.

*Payment of Wages.*

7. Wages shall be paid fortnightly; two days' lie-time shall be allowed.

*Under-rate Workers.*

8. (a.) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on the application of such worker, after due notice to the union, by the local Inspector of Awards, or such other person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector

or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b.) Such wage shall be fixed for such period not exceeding six months as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability, it may be fixed for such longer period as such Inspector or other person shall think fit.

(c.) Notwithstanding the foregoing, it shall be competent for a worker to agree with the president or secretary of the union upon such wage without having the same so fixed.

(d.) It shall be the duty of the union to give notice to the Inspector of Awards of every agreement made with a worker pursuant thereto.

(e.) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

#### *Preference.*

9. If and so long as the rules of the union shall permit any person of good character and sober habits to become a member of the union upon payment of an entrance fee not exceeding 5s., upon his written or verbal application, without ballot or other election, and so continue upon payment of subsequent contributions not exceeding 6d. per week, then in such case in the future engagement of his workers the employer shall have the right to engage any worker he chooses, but that within fourteen days from the date of his engagement the worker shall become and remain a member of the union.

#### *"Smoke-oh."*

10. An interval of ten minutes duration for smoking shall be allowed morning and afternoon without deduction from the men's wages: provided that special previous conditions which have hitherto obtained in any department shall continue.

#### *Term of Award.*

11. This award shall come into force as from the 1st day of July, 1911, and shall continue in force until the 14th day of January, 1914.

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 22nd day of November, 1911.

W. A. SIM, Judge.

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MEMORANDUM.

This award embodies, without alteration, the recommendation of the Conciliation Council, which the parties agreed to accept.

W. A. SIM, Judge.