

NEW ZEALAND.

DEPARTMENT OF LABOUR.

Decisions under the Industrial Conciliation
and Arbitration Acts.

OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

(2467.) DUNEDIN WOOL AND GRAIN STOREMEN.—AWARD.

In the Court of Arbitration of New Zealand, Otago and Southland 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 Dunedin Wool and Grain Storemen's Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Dalgety and Co.

Kirk and Co.

Layburn and Son.

Moritzon and Co.

Murray, Roberts, and Co.

National Mortgage and Agency Company (Limited).

New Zealand Loan and Mercantile Agency Company.

Nimmo and Blair.

Otago Farmers' Co-operative Association.

Paterson, A. S., and Co.

Remshardt and Co.

Reynolds, W. E., and Co.

Reid, Donald, and Co.

Swift, J. W., and Co. (Limited).

Stronach and Morris.

Turner Bros.

Waters, Ritchie, and Co.

White and Co.

Wright, Stephenson, and Co.

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 January, 1912, and shall continue in force until the 31st day of December, 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 2nd day of February, 1912.

W. A. SIM, Judge.

SCHEDULE.

Hours of Work.

1. (a.) For all classes of labour the ordinary working-hours shall be from 8 a.m. to 5 p.m., exclusive of one hour for meals, excepting on Saturdays, when they shall be from 8 a.m. to 12 noon. All other time shall be classed as overtime, except as provided for in clauses 8 and 11.

(b.) No person shall be employed longer than a period of five hours continuously without an interval for a meal.

Wages.

2. The following shall be the minimum rates of wages for the several classes of work hereinafter specified: General storework to be paid at the rate of 1s. 1½d. per hour. All overtime to be paid for at the rate of 1s. 6d. per hour.

Minimum Pay for Men engaged.

3. When men are ordered for a job and all are not put on to the work, those men who are not put on shall receive one hour's payment at the rate (ordinary or overtime) for the class of work for which the men were to have been engaged.

Payment of Wages.

4. All wages to be paid weekly in employer's time on usual store pay-day, or on completion of the job.

Holidays.

5. All work done on Sundays, Christmas Day, and Good Friday shall be paid at the rate of double ordinary time. All work done on any of the other holidays hereinafter mentioned shall be paid at the rate of ordinary overtime. Sundays and holidays to count from midnight to midnight.

The holidays throughout the year shall be New Year's Day, Anniversary Day, Good Friday, Easter Monday, the reigning Sovereign's birthday, Labour Day, Christmas Day, and Boxing Day. In the event of any of these holidays falling on Sunday it shall be observed on the following Monday.

Permanent Hands.

6. Recognized head storeman and head seed-cleaner shall not be effected by this award.

7. Permanent hands engaged in stores to be paid a minimum wage of £2 5s. weekly. Forty-four hours to be a week's work. Any time worked in excess of that time to be paid for at overtime rates.

8. Permanent or weekly workers now receiving over £2 5s. per week to work, if required to do so, forty-eight hours in any one week without receiving extra or overtime payment.

Youths as Casual Hands.

9. Youths employed in any store to be paid the following rates (employers have the right to engage at per day at same equivalent): Up to eighteen years of age, £1 per week; up to nineteen years of age, £1 5s. per week; up to twenty years of age, £1 10s. per week; up to twenty-one years of age, £1 15s. per week.

The proportion of youths to men employed by any employer shall not exceed one youth to every three men or fraction of three.

Youths as Permanent Hands.

10. Youths permanently employed in the stores and who are learning any of the trades governed by this award shall be paid a weekly wage of not less than 15s. per week for the first year, £1 per week for the second year, £1 5s. per week for the third year, £1 10s. per week for the fourth year, and after that a minimum of £2 5s. per week.

Shifts.

11. Eight hours shall constitute a shift, and any work performed beyond eight hours shall be paid for at overtime rates.

Light.

12. Good and sufficient light to be provided in all stores whilst men are working, whether day or night.

Ladders and Steps.

13. In any store when men are stacking or carrying grain or other goods, planks are to be used for that purpose. Steps are only to be used in cases of necessity.

Under-rate Workers.

14. (a.) Any worker who for any reason is incapable of earning a minimum wage may be paid such lower wage as may from time to time be fixed, on application by the 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 may think fit to consider, after such evidence and argument as the union and such other worker shall offer.

(b.) Such permit shall be 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 and his employer by the secretary of the union requiring him to have his wage fixed in manner prescribed by this clause: provided that in the case of any worker 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.

15. (a.) Employers shall when engaging workers employ members of the union in preference to non-members, provided there are available at the time and place when and where the work is to be performed 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.

(b.) The provisions of the foregoing clause shall operate only if and so long as the rules of the union shall permit any worker coming within the scope of this award who is of good character and sober habits to become a member of the union upon payment of an entrance fee not exceeding 5s., upon a written application, without ballot or other election, and to continue a member upon subsequent contributions not exceeding 6d. per week.

Scope of Award.

16. This award shall apply only to the wool, skin, and grain stores of the employers bound by this award, and carrying on business as wool, skin, or grain merchants or brokers within a radius of ten miles from the Chief Post-office of the City of Dunedin.

Term of Award.

17. This award shall come into operation as from the 1st day of January, 1912, and shall continue in force until the 31st day of December, 1914.

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 2nd day of February, 1912.

W. A. SIM, Judge.

MEMORANDUM.

This award embodies, without alteration, the recommendation of the Conciliation Council.

W. A. SIM, Judge.
