

## (2817.) SOUTH CANTERBURY THRESHING-MILLERS.—AWARD.

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 Waimate Workers' Industrial Union of Workers (hereinafter called "the union") and the South Canterbury Threshing-mill Owners' Industrial Union of Employers (hereinafter called "the employers").

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, 1913, and shall continue in force until the 31st day of December, 1915.

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 18th day of June, 1913.

W. A. SIM, Judge.

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SCHEDULE.

*Hours of Work.*

1. The hours of work for stook-threshing shall be between 6 a.m. and 8 p.m., and for stack-threshing shall be between the hours of 6.30 a.m. and 7.30 p.m., but in no case in any threshing shall the worker be employed by artificial light.

*Number of Hands to be employed.*

2. Except through accident or illness of any worker the number of hands to be employed at each mill when working shall consist of driver, feeder, three stackmen, three bagmen, one strawman, and one waterman.

*Definition of Duties of Waterman.*

3. It shall be the duty of the waterman in all cases to attend to his horses whether the mill is working or not, and if necessary to provide water outside of the above working-hours specified in clause 1.

*Rates of Pay.*

4. All hands except the driver and feeder shall be paid 1s. per hour and found, the time to commence from when the mill starts the first set on each farm or from the time of starting in the morning, and to continue during all hours worked until the hour specified in clause 1, including time for shifting from stack to stack, and ten minutes in the morning and ten minutes in the afternoon for lunch, but does not include the sixty minutes to be allowed for dinner, or any time that the mill may be stopped exceeding ten minutes for repairs and other unavoidable causes, or time occupied in shifting from farm to farm.

*Bagmen to be employed.*

5. Three bagmen shall be employed in all cases, and shall be paid the same minimum rate of wages as those fixed in clause 4 of this award, but it shall be at the option of the employer to get the men to assist where it may be required.

*Termination of Employment.*

6. A week's notice or a week's pay at the previous week's rate of earning shall be given by the employer on the dismissal of a worker, except in cases of incompetency, when the worker shall be entitled only to the pay he has earned and no notice; and the worker shall give a week's notice before leaving his employment or forfeit a week's pay at the previous week's rate of earning.

*Tallies of Time worked.*

7. In all cases the number of hours worked shall be kept by the representative of the employers and workers.

*Exemptions.*

8. Drivers, feeders, and cooks shall be exempt from the operation of this award.

*Food to be supplied.*

9. All food supplied shall be of sufficient quantity and of good quality quite up to standard of that supplied previously

under the late co-operative system, and properly cooked, and shall consist of the following number of meals when working: Breakfast, lunch, dinner, lunch, and tea; but when the mill is idle the lunches are not to be supplied.

*Temporary Disputes.*

10. In all and every case a representative of the men shall be elected or chosen for each mill at each camp, and all trivial disputes that may arise not in contravention of this award shall be decided by the representative of the men and the representative of the employer, whose decision shall be final.

*Preference.*

11. If and so long as the rules of the union permit, without ballot or other election, any worker of good character and sober habits to become a member of the union upon written or personal application, on payment of an entrance fee not exceeding 5s. and payment of 2s. per month, then members of the Waimate Workers' Industrial Union of Workers shall be employed in preference to non-members, provided that there are members of the union known to the employers who are equally competent and ready and willing to undertake the work required. All employers when engaging men are expected to consult the secretary of the union when practicable.

*Scope of Award.*

12. The operation of this award is limited to the South Canterbury District.

*Posting up Award.*

13. A copy of this award shall be posted up in the galley at each mill by the employers for the information of the men.

*Term of Award.*

14. This award shall come into force as from the 1st day of January, 1913, and shall continue in force until the 31st day of December, 1915.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the said Court hath hereunto set his hand, this 18th day of June, 1913.

W. A. SIM, Judge.

MEMORANDUM.

This award embodies the recommendation of the Conciliation Council, which the parties agreed to accept. The only alteration made by the Court is that a clause binding employers not members of the respondent union has been struck out.

W. A. SIM, Judge.