

(3910.) DUNEDIN DISTRICT HOTEL 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, 1908, and its amendments; and in the matter of an industrial dispute between the Otago Hotel, Restaurant, and Boardinghouse Employees' Industrial Union of Workers (hereinafter called "the union") and the Licensed Victuallers' Association of Otago and Southland (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 6th day of July, 1914, and shall continue in force until the 6th day of July, 1917.

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 20th day of July, 1914.

T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. (a.) The hours of work for all workers coming within the scope of this award shall (subject as herein provided) be regulated by the Shops and Offices Act, 1908, and its amendments.

(b.) Workers shall not be brought back to work after their day's work is finished until after an interval of at least nine hours, but where practicable the interval shall be ten hours: Provided that this clause shall not apply to bar-assistants who have been off duty during the day for any period of not less than four hours.

Holidays.

2. (a.) The working-hours above prescribed shall be worked within six days in each week. One full day's holiday of twenty-four hours on any day in each week shall be allowed to each worker in every hotel.

(b.) Assistants who are substantially employed in the hotels, and who under the preceding clause receive their full day's holiday on a Sunday, shall be entitled, in addition to such full day's holiday, to a half-holiday from the hour of 1 o'clock in the afternoon on one of the six working-days in each week.

Wages.

3. The following shall be the minimum weekly rates of pay for the following classes of workers:—

Kitchen—

- (a.) Where five or more hands are employed: Chef, £4 10s.; second, £2 15s.; third, £1 10s.; others, £1 7s. 6d.
- (b.) Where four hands are employed: Chef, £4; second, £2 7s. 6d.; others, £1 7s. 6d.
- (c.) Where three hands are employed: Chef, £3 10s.; second, £2 2s. 6d.; third, £1 7s. 6d.
- (d.) Where two hands are employed: Chef, £2 10s.; second, £1 10s.
- (e.) Where only one hand is employed: Male cook, £2; female cook, £1 10s.
- (f.) In hotels where females are employed in kitchen or scullery the wages paid to such workers shall be in the proportion of not less than three-fourths of the wages prescribed for male workers employed in a similar capacity, but so that such females shall be paid not less than £1 2s. 6d. per week.

Dining-room—

- (a.) Where three or more waiters are employed the wages of a head waiter shall be a matter to be arranged between each waiter and his employer: Provided that such wages shall in no case be less than £2 5s. per week, and provided, further, that any waiter who is at present in receipt of a higher wage shall not have his wages reduced. Second waiter, £2; others, £1 12s. 6d.
- (b.) Where two are employed: Head, £2; second, £1 12s. 6d.
- (c.) Where one is employed, £1 12s. 6d.
- (d.) Waitresses, £1 3s.
- (e.) Housemaid-waitress, £1 1s.
- (f.) Housemaids, £1.

Pantry: Males, £1 10s.; females, £1 1s.

Porters: Night-porter, £1 12s. 6d.; day-porter, £1 7s. 6d.

General hands, £1 7s. 6d.

Laundress, £1 7s. 6d.

Barmen, £2 5s.

Barmaids, £1 12s. 6d.

Bar-porter, £1 15s.

A bar-porter shall not serve in a bar for a longer period than four hours in any one day: Provided that a bar-porter shall only be allowed in hotels where one or more barmen are employed.

Any worker who is at present in receipt of wages in excess of those prescribed in the foregoing clauses shall not have his or her wages reduced.

Board and Lodging.

4. Where board is not provided for any worker covered by this award such worker shall be paid 15s. per week in addition to the wages herein prescribed. Where lodging is not provided for any

such worker he or she shall be paid 7s. 6d. per week in addition to the wages herein prescribed, provided that in such cases workers shall, where necessary, be provided with a room to change their clothing.

Casual Workers.

5. "Casual workers" shall mean any worker engaged for temporary work for a less period than fourteen days. The following shall be the minimum rate of pay for casual work in hotels:—

Kitchen—

Males: Chef—First day, £1; the two succeeding days, 15s. per day; and after the third day ordinary wages.
Others—First day, 10s.; two succeeding days, 7s. 6d. per day; and thereafter ordinary wages.

Females: Head cooks—For the first three days 10s. per day, and thereafter ordinary wages. Other cooks, 7s. 6d. per day.

Waiters: For the first three days 10s. per day, and thereafter ordinary wages. When a waiter is employed for a single meal he shall be paid not less than 5s.
Waitresses, 7s. 6d. per day.

Pantrymen, 7s. 6d. per day for the first three days, and thereafter ordinary wages. Pantrymaids shall be paid not less than 7s. 6d. per day.

Barmen, 10s. per day for the first three days, and thereafter ordinary wages.

Porters and general hands, 7s. 6d. per day for the first three days, and thereafter ordinary wages.

Special Occasions.—Where the work is done away from the employer's premises—races, banquets, balls, outings, &c.: Chefs, waiters, and barmen, £1 per day; second cook, 15s. per day; other workers, 10s. per day; waitresses, 7s. 6d. per day. Waiters and pantrymen who are not employed by the day, but who are simply employed at a function, shall be paid not less than 7s. 6d. if employed three hours or less, and for any time exceeding three hours in the one day 12s. 6d. Waitresses and pantrymaids employed under similar conditions shall be paid 5s. and 7s. 6d. respectively.

Payment of Wages.

6. Wages shall be paid weekly unless otherwise agreed. Where no agreement in writing is made fixing the period of notice then a notice of not less than forty-eight hours shall be given by either party of the termination of the service. Employers shall be entitled to keep in hand two days' pay.

Method of counting Workers.

7. In computing the number of workers employed for the purposes of this award casual workers shall not be reckoned, and

where an employer himself does the work of any worker affected by this award he shall be counted as an employee.

Preference.

8. (a.) When an employer wishes to obtain the services of any worker he shall in the first instance make an application to the secretary of the union to supply him with the required worker, and if the union is not in a position to supply his requirements within a reasonable or prescribed time the employer may engage any person whether a member of the union or otherwise.

(b.) In the event of any employer hereafter engaging any worker who shall not be a member of the union, and who within one calendar month after his or her engagement shall not become a member of the union and remain such member, the employer shall dismiss such worker from his service if required to do so by the union, provided there is then a member of the union equally qualified to perform the particular work required to be done, and ready and willing to undertake the same.

(c.) The provisions of the foregoing clause shall operate if and only 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 a written application, without ballot or other election, and so to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

Scope of Award.

9. This award is limited in its operation to employers carrying on business as licensed hotelkeepers within a radius of twenty-five miles of the Chief Post-office in Dunedin.

Term of Award.

10. This award shall come into force as from the 6th day of July, 1914, and shall continue in force until the 6th day of July 1917.

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 20th day of July, 1914.

T. W. STRINGER, Judge.

MEMORANDUM.

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

T. W. STRINGER, Judge.