

(3925.) LIMESTONE ISLAND CEMENT AND LIME WORKERS (RE NEW ZEALAND PORTLAND CEMENT COMPANY).—ACCEPTED RECOMMENDATION OF CONCILIATION COUNCIL.

In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Limestone Island Cement Employees' Industrial Union of Workers and the New Zealand Portland Cement Company (Limited), (carrying on business for the manufacture of cement and hydraulic lime at Limestone Island, Whangarei).

THE following are the recommendations of the Council of Conciliation for the settlement of the dispute:—

Hours of Work.

1. (a.) The actual working-time per week shall not exceed forty-seven hours.

(b.) The actual working-time per day shall not exceed eight hours and a half for the first five working-days of the week, and four hours and a half on Saturday.

(c.) Work shall not commence earlier than 7.30 a.m. and cease at 4.45 p.m., and three-quarters of an hour shall be allowed for dinner, except on Saturday, when work shall cease at noon.

(d.) Where shifts are worked the shift's work shall not exceed eight hours per day, inclusive of crib-time.

Overtime.

2. (a.) In case of shift-men they shall be paid at the rate of time and a quarter if required to continue work after completion of their ordinary shift, and in cases of emergency it shall be competent for the company to start its men at an earlier hour than that provided for in this award, providing that after eight hours (inclusive of crib-time) have been worked it shall be considered as overtime and paid for at overtime rates.

(b.) The above clause (a) shall not apply when workers arrange to work double shifts or overtime for the convenience of their fellow-workers.

No shift-man shall absent himself from work without lawful excuse, and no worker shall take the place of another worker without having first obtained the permission of whoever for the time being is in charge of the department affected.

(c.) All time worked beyond hours herein prescribed shall be paid for as overtime at the rate of time and a quarter until midnight, and thereafter until the usual starting-time at the rate of time and a half.

Holidays.

3. All work done on Sundays shall be paid for as overtime work at the rate of time and a half. All work done on New Year's Day, Boxing Day, Christmas Day, Good Friday, Easter Monday, Easter Saturday, and the recognized Labour Day for the Auckland Province shall be paid for at double the time rates.

Rates of Wages.

4. The following shall be the minimum rates of wages to be paid to the several classes of workers hereinafter specified, that is to say,—

Rotary burners at present in the employ of the company	...	..	...	s.	d.	
				11	0	per shift.
Rotary burners—subsequent employees to start at	...	...	...	10	0	..
Stone-driers	...	...	...	9	6	..
Firemen	...	...	...	9	6	..

				s.	d.	
Trimmers	...	...	...	9	0	per shift.
Clinkermen	...	...	...	9	0	„
Coal-driers	...	...	...	9	0	„
Greasers	...	...	...	9	0	„
Turbine-room	...	...	...	9	0	„
Fitters' labourers, blacksmiths', strikers', carpenters' labourers	...	...	...	9	0	„
Feeding crusher	...	...	...	10	0	per day.
General labourers	...	...	...	8	6	„
Shovelling crushed stone to elevator	...	...	...	1	0 $\frac{3}{4}$	per hour.
Drawing lime-kilns and wheeling to crusher	...	...	...	1	1 $\frac{1}{2}$	„
Cleaning boilers	...	...	...	1	3	„
Combustion chambers, rotary chambers, and economizers	...	...	...	1	3	„
Bagging cement	...	...	...	9	0	per shift.
Bagging lime	...	...	...	9	0	„
Quarrymen	...	...	...	9	6	per day.
Men working drills	...	...	...	9	9	„
Bracemen, winchmen, and men handling white limestone	...	...	...	9	4	„

Discharging and loading Boats—

(a.) Where workers are engaged discharging and loading boats other than coal or white-lime barges the rate of pay shall not be less than 1s. 6d. per hour. No overtime rates to apply to this clause.

(b.) Youths' wages to be fixed and their work defined by mutual agreement between the union and the employers.

Men being sent Home.

5. In the event of men coming to work and being sent home through there being no work through no fault of their own, they shall be allowed one hour, at 1s. 3d. per hour, unless previously notified. Where shift-men are allowed to load boats payment shall commence when work starts.

Tools.

6. All tools shall be supplied by the employer.

Meals.

7. Thirty minutes shall be allowed for crib-time. Where two or more men are employed in the same department they shall not have crib simultaneously.

Accommodation.

8. Fresh water shall be provided for drinking and washing purposes.

The employers shall provide the workers with (a) a bathroom suitably equipped; (b) proper accommodation to enable workers to change their clothes and have their meals; (c) proper sanitary accommodation.

Proper heating-apparatus shall be installed to dry workers' clothes, and boiling water shall be provided in time for workers' meals, and also for the purpose of washing workers' clothes.

Transfer.

9. Any worker temporarily engaged in any line of work other than that in which he is commonly engaged shall be paid the wage prevailing in that branch to which he is temporarily transferred: Provided always that in no case shall the wage be less than he is entitled to in his usual work.

Disputes.

10. (a.) If any dispute arises in connection with this agreement between the representatives of the company and the workers such dispute may be settled by mutual agreement between the management and the union representatives. In the event of no agreement being arrived at the dispute shall be referred to the Conciliation Commissioner, whose decision shall be final.

(b.) Any matter not provided for in this award may be adjusted by written agreement between the employers concerned and the union representatives.

(c.) No worker shall be employed below the minimum rate except by permit of the union.

Preference.

11. (a.) In all cases when the company is engaging hands during the term of this award it shall be the duty of the company to inform every new worker that the employer and workers at Limestone Island are working under an award, and that such worker is required to become a member of the union within a period of fourteen days, and must pay an entrance fee not exceeding 5s. within that time, together with subsequent contributions not exceeding 6d. per week, payable fortnightly, and in all respects properly comply with the rules of the union.

(b.) If the company hereafter engages any worker who does not become and remain a member of the union within fourteen days the company shall dismiss such worker if requested to do so by the union. The company undertakes to include in its pay-roll only financial members of the Limestone Island Cement Employees' Industrial Union of Workers.

(c.) No official of the company shall be a member of the union.

Accidents.

12. A modern first-aid outfit, fully equipped, shall be kept in a convenient and accessible place.

Term of Award.

13. This award shall come into force on the 9th day of February, 1914, and shall extend until the 9th day of February, 1917.

T. HARLE GILES, Commissioner.

No notice of disagreement with the recommendation herein having been filed, and the parties having been notified accordingly on the 6th April, 1914, the said recommendation, by virtue of section 7 of the Industrial Conciliation and Arbitration Amendment Act, 1911, has been rendered operative and enforceable as an industrial agreement as from seven days after the date of such notification.

Dated this 6th day of April, 1914.

O. E. BOWLING,
Clerk of Awards.