

## (3052.) WELLINGTON DAIRYMEN'S EMPLOYEES.—AWARD.

In the Court of Arbitration of New Zealand, Wellington 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 Wellington Dairy Employees' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

- Bodley, H., and Sons, dairymen, 207 Grant Road, Wellington.
- Bradnock, F., dairyman, South Karori, Wellington.
- Begg Bros., dairymen, Constable Street, Wellington.
- Bloomfield, —, dairyman, Kilbirnie, Wellington.
- Cavanagh, T., dairyman, Kaiwarra, Wellington.
- Cundy, J., dairyman, Brooklyn, Wellington.
- Duffy, C. J., dairyman, 334 Tinakori Road, Wellington.
- Green, T. E., dairyman, Angus Avenue, Wellington.
- Harrington, J., dairyman, Brooklyn, Wellington.
- Harrington Bros., dairymen, Kent Terrace, Wellington.
- Incedon, W., dairyman, 66 Tasman Street, Wellington.
- Jordan, J., dairyman, Patangi Crescent, Wellington.
- Jepson, G., dairyman, Adelaide Road, Wellington.
- Johannsen, O., dairyman, Karori, Wellington.
- Kirby, J., dairyman, Vivian Street, Wellington.
- Lewer, A., dairyman, Karori, Wellington.
- Monk, G., dairyman, Makara, Wellington.
- Munro, J. F., dairyman, Ghuznee Street, Wellington.
- McGill and Parker, dairymen, Kelburne, Wellington.
- Nash, G., dairyman, Wadestown, Wellington.
- Nutricia Milk-supply Company, dairymen, Dixon Street, Wellington.
- Osborne, E., dairyman, Aro Street, Wellington.
- Oswald, J., dairyman, Johnsonville, Wellington.
- Parker and Yates, dairymen, 460 Adelaide Road, Wellington.
- Parker and Trim, dairymen, Wallace Street, Wellington.
- Russell, G., dairyman, Russell Terrace, Wellington.
- Reed Bros., dairymen, Dixon Street, Wellington.
- Read, J., dairyman, Hopper Street, Wellington.
- Smith, R., dairyman, Ingestre Street, Wellington.
- Sullivan Bros., dairymen, Majoribanks Street, Wellington.
- Withers, F. S., dairyman, Wadestown, Wellington.
- Wardell, A., dairyman, South Karori, Wellington.
- Wellington Dairy Company, dairymen, Elizabeth Street, Wellington.
- Whitman Bros., dairymen, Roseneath, Wellington.
- Wellington Fresh Food and Ice Company, dairymen, Dixon Street, Wellington.

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 March, 1914, and shall continue in force until the 1st day of March, 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 8th day of May, 1914.

— T. W. STRINGER, Judge.

#### SCHEDULE.

##### *Hours of Labour.*

1. The hours of labour shall not exceed fifty per week for drivers, and fifty-two per week for all other classes of workers.

On Sundays and Wednesdays the ordinary working-hours shall not exceed five per day.

Where men other than drivers are employed by any firm such men may arrange their half-holiday with the management of the firm for any working-day in the week. Where the exigencies of the business require it a van-driver may arrange his half-holiday in a similar manner.

##### *Hour of commencing Work.*

2. The hour of commencing work and delivery of milk shall not be earlier than 3 a.m.

The time of starting work for drivers shall commence from the time when they leave the factory or dairy.

*Wages.*

3. The minimum rate of wages shall be £2 10s. per week.

*Overtime.*

4. Overtime shall be paid for any time worked in excess of the hours mentioned in clause 1, or any time worked in excess of ten hours on any one day in each week, at the following rates: Time and a quarter for the first two hours and double time thereafter, except that in case of train-delays or accident no overtime be paid for.

*Term of Engagement.*

5. (a.) The engagement shall be deemed to be weekly employment, and no deduction shall be made from the weekly wages except for time lost through the worker's sickness or default.

(b.) One week's notice in writing of termination of the engagement shall be given on either side.

(c.) The provisions of this clause shall not apply to the engagement or dismissal of learners.

*Learners.*

6. When learners are employed in learning a round they shall be paid at a rate of not less than 5s. per day for the first week; afterwards they shall be paid the wages provided in clause 3.

*Holidays.*

7. (a.) The following days shall be worked as Sundays: Christmas Day, Boxing Day, New Year's Day, Easter Monday, Good Friday, King's Birthday, Anniversary Day, and Labour Day. If any of the above days fall on Sundays then the following day shall be observed as the holiday.

(b.) All employees shall be allowed one week's holiday on full pay each year after the completion of twelve months' service.

(c.) If a worker is employed for more than six months and not exceeding twelve months with an employer he shall be entitled to a proportionate allowance of holidays except when discharged for misconduct.

*Payment of Wages.*

8. All wages shall be paid weekly.

*Preference.*

9. (a.) An employer when engaging any worker shall ascertain if such worker is a member of the workers' union, and if not his engagement shall be subject to his becoming and remaining a member within fourteen days of being engaged. It shall be the duty of every employer to notify the secretary of the workers' union within three days of employing such worker.

(b.) All workers at present working for any employer, and who are not members of the workers' union, shall become and remain members within fourteen days after the time of this award coming into operation; the secretary of the workers' union to notify employers when any worker has not joined the union.

*Scope of Award.*

10. The operation of this award is limited to an area lying within twenty-five miles from the Chief Post-office in the City of Wellington.

*Term of Award.*

11. This award shall come into force on the 1st day of March, 1914, and shall continue in force until the 1st day of March, 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 8th day of May, 1914.

T. W. STRINGER, Judge.

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MEMORANDUM.

This award is based upon the recommendation of the Conciliation Council, which the parties agreed to accept. The preference clause is in a form which the Court would not have imposed upon unwilling employers.

T. W. STRINGER, Judge.

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