

(3094.) CHRISTCHURCH SUBURBAN AND LYTTTELTON HOTEL WORKERS.—AGREEMENT.

AGREEMENT COVERING HOTEL EMPLOYERS CARRYING ON BUSINESS WITHIN THE BOROUGHES OF LYTTTELTON, NEW BRIGHTON, SUMNER, AND WOOLSTON, AND THE STAR HOTEL, ADDINGTON, AND THE PAPANUI HOTEL, PAPANUI.

In the matter of an industrial dispute between the Canterbury Licensed Victuallers' Association Industrial Union of Employers and the Canterbury Hotel and Restaurant Employees' Industrial Union of Workers.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, this 30th day of May, 1914, between the Canterbury Licensed Victuallers' Association Industrial Union of Employers, registered as an industrial union of employers under the said Act, of the one part, and the Canterbury Hotel and Restaurant Employees' Industrial Union of Workers, also registered under the said Act.

Agreement arrived at between the Canterbury Licensed Victuallers' Association Industrial Union of Employers on the one hand, and the Canterbury Hotel and Restaurant Employees' Industrial Union of Workers on the other, covering hotel employers carrying on business within the Boroughs of Lyttelton, New Brighton, Sumner, and Woolston, and the Star Hotel, Addington, and the Papanui Hotel, Papanui.

Hours of Work.

(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.) Except in special circumstances workers shall not be brought back to work after their day's work is finished until after an interval of at least ten hours, and workers shall be paid at the rate of time and a half for the time by which such interval is curtailed: Provided that this clause shall not apply to bar-assistants who have been off duty during the day for any continuous period of not less than four hours.

Holidays.

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

(b.) Assistants who are substantially employed in hotel-bars, and who under the preceding clause receive their full day's holiday on a Sunday, shall be entitled, in addition to such 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.

Time-table.

A time-table showing the hours of work of each employee and the hours that each bar-porter is employed in the bar shall be exhibited in the staffs' dining-room or such place or places as shall be convenient to the employee and accessible at all times.

The hours set forth in such time-table, so far as they are in conformity with the provisions of this agreement, shall be accepted as the legal working-hours of each employee.

Wages.

The following shall be the minimum rate of wages:—

Kitchen—		Per Week.
Where two hands are employed—		£ s. d.
Chef	2 10 0
Second	1 10 0
Where only one hand is employed—		
Chef	2 0 0
Female cook	1 7 6
Waitresses—		
Waitresses shall be paid not less than		... 1 2 6
Waiters—		
Where waiters are employed the rates of wages ruling in Christchurch shall apply.		
Housemaids—		
Housemaids	0 17 6
Housemaid-waitresses	1 1 0
Barmen—		
Barmen shall be paid not less than		... 2 5 0
Bar-porters—		
Porters employed in the bar		... 1 15 0
Should the porter be employed in the bar more than twenty-five hours in any week, and on any other than the hours set forth on the time-table, he shall be classed as a barman and paid barman's wages, and granted barman's conditions respecting holidays.		
General hands—		
Where men are employed as general hands they shall be paid not less than		... 1 7 6
Night-porter—		
Night-porters shall be paid not less than		... 1 10 0
Billiard-marker—		
Billiard-markers shall be paid not less than		... 1 10 0

The following two provisions shall apply only to the Star Hotel, Addington, and Papanui Hotel, Papanui :—

Holiday Proviso.

In lieu of allowing a full day or a half-day's holiday as provided for in clause 1 the proprietors of the two hotels above named may, with the previous written consent of the Inspector of Factories for the district, require all or any of the assistants to work on the day of the whole holiday or half-holiday : Provided—

- (a.) That every assistant who works as required on the half-holiday shall be given a whole day's holiday during the week immediately succeeding the week in which the half-holiday was not allowed. That every assistant who works as required on the whole holiday shall be given holidays of forty-eight consecutive hours within the period of the two weeks immediately succeeding the week on which the whole holiday was not allowed, or, in lieu of granting such forty-eight consecutive hours, the employer may pay to the employee to whom such holidays are due a sum equal to one and a half day's pay or the sum of 10s., whichever sum is the greater : such sum shall be in addition to the ordinary weekly wage to which the employee is entitled.
- (b.) That it shall not be lawful for the Inspector of Factories for the district to consent to allowing assistants to be worked on the whole holiday for more than four times in any one year or for more than once in any period of two months in any one year.

Where only Two Females are employed in a Hotel.

Where only two females are employed in a hotel they shall be classed as "cook-general" and "housemaid-general," and shall be paid not less than the following weekly rates of wages : Cook-general, £1 5s. ; housemaid-general, £1.

GENERAL.

Payment of Wages.

Wages shall be paid weekly. Where no agreement in writing is made fixing the period of notice, then notice of not less than twenty-four hours shall be given by either party. Where notice is not given at the usual hour of starting work the commencement of the period of notice shall date from the usual hour of starting work on the succeeding day. Employers shall be entitled to keep in hand two days' pay. Two days' pay may be given in lieu of notice.

Casual Labour and Board and Lodgings shall be as set forth in the conditions applicable to the Electoral Districts of Christchurch East, Christchurch North, and Christchurch South.

Preference.

(a.) None but financial members of the Canterbury Hotel and Restaurant Employees' Industrial Union of Workers shall be employed in any branches of the trade covered by this award.

(b.) Each employer shall be at liberty to engage workers at his own place of business, and if any worker so engaged shall not be a member of the workers' union the employer shall require him to join the workers' union seven days from the date of his engagement.

(c.) Refusal on the part of any employee to become a member of the workers' union shall constitute a breach of this agreement.

(d.) Nothing in this clause shall be deemed to apply to workers employed for a less period than seven days.

Method of Computing Workers.

In computing the number of persons employed for the purpose of this agreement casual workers shall not be reckoned, and where an employer himself does the work of any worker affected by this agreement he shall be counted as an employee.

Term of Agreement.

The above industrial agreement is hereby entered into as between the several parties hereto, and it is hereby further declared that the said agreement shall come into operation on the 15th day of June, 1914, and shall remain in force until the 30th day of April, 1917, inclusive.

In witness whereof the several parties hereto have executed this agreement.

Signed for and on behalf of the Canterbury Licensed Victuallers' Association Industrial Union of Employers, this 30th day of May, 1914—

[SEAL.]

E. NORDEN, Secretary.

Signed for and on behalf of the Canterbury Hotel and Restaurant Employees' Industrial Union of Workers, this 30th day of May, 1914—

[SEAL.]

JOHN BARR, Secretary.

Witness to the above signatures—Muriel White.