
CANTERBURY INDUSTRIAL DISTRICT.

(4328.) NORTH CANTERBURY GROCERS' ASSISTANTS.—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 Canterbury Grocers' Assistants' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Abernethy, W., 48 London Street, Richmond.

Ablett, F. C., 156 Moorhouse Avenue, Christchurch.

Adam, C. W., Prebbleton.

Agar, C. H., and Co., London Street, Lyttelton.

- Anderson, E. W., 300 Manchester Street, Christchurch.
 Angus, J. C., 80 Fitzgerald Avenue, Christchurch.
 Ashley, E., 42 Office Road, Christchurch.
 Baldwin, J. C., 193 Papanui Road, Christchurch.
 Barclay, J., Sefton.
 Barty, G., 234 Linwood Avenue, Christchurch.
 Bates, H. D., 364 Lincoln Road, Christchurch.
 Beaton, G., 61 Harper Street, Christchurch.
 Beattie, G., 102 Trafalgar Street, Christchurch.
 Berry Bros., Colombo Street, Christchurch.
 Billecliff, A., 156 High Street, Christchurch.
 Blackwell, J. H., Kaiapoi.
 Bosworth, L. A., 576 Cashel Street, Christchurch.
 Bowden, W., 344 Lincoln Road, Christchurch.
 Brake, Mrs. C., Main Road, Redcliffs.
 Brake, R., 6 Yaldhurst Road, Upper Riccarton.
 Broadhurst, C., 179 North Avon Road, Christchurch.
 Brown Bros., Belfast.
 Burgess, W. T., Yaldhurst.
 Butterfield and Hineksman, 376 Colombo Street, Christchurch.
 Butterfield, J., 12 Lawson Street, Christchurch.
 Buxton and Thomas, Ashburton.
 Cadwallader, K., 502 Colombo Street, Christchurch.
 Cash Grocery Company (Limited), 110 Cashel Street, Christchurch.
 Chadwick, A., 184 Brougham Street, Christchurch.
 Christie, R., 65 Carlton Street, Christchurch.
 Clements Bros., Lincoln Road, Halswell.
 Coles, Mrs. C., 142 Canon Street, Christchurch.
 Collins, F. W., 74 Edgeware Road, Christchurch.
 Collins, W. J., 353 Colombo Street, Christchurch.
 Cook, F. A. (Limited), 748 Colombo Street, Christchurch.
 Cook, J. T., 87 Antigua Street, Christchurch.
 Cooper, Mrs. J., 217 Fitzgerald Avenue, Christchurch.
 Cottrell Bros., 129 Stanmore Road, Christchurch.
 Coupland, Mrs. R., 90 Regent Street, Woolston.
 Courtney, C. E., 166 Bealey Avenue, Christchurch.
 Dartnall and McMeekan, Springston.
 Dawson, C. W., 65 Stanmore Road, Christchurch.
 Dennis, E. J., 191 Opawa Road, Christchurch.
 Dickinson, A. C., 25 Colombo Street, Christchurch.
 Dickinson, G., 78 Riccarton Road, Christchurch.
 Dixon, H. C., 48 St. Albans Lane, Christchurch.
 Dobbs, Mrs. W. J., 40 Mays Road, Christchurch.
 Drought, A., 126 Opawa Road, Christchurch.
 Duff, C. H., Hackthorne Road, Christchurch.
 Evans, G., 288 Selwyn Street, Christchurch.
 Farrell, M., 391 St. Asaph Street, Christchurch.
 Field, F. A., 56 Jeffreys Road, Christchurch.

- Fletcher Bros., Ashburton.
 Forbes Limited, 22 Norwich Quay, Lyttelton.
 Forgie and Sons, 807 Colombo Street, Christchurch.
 Forrest, G., 327 Manchester Street, Christchurch.
 Foster, W., 274 Bealey Avenue, Christchurch.
 French, H., 272 Colombo Street, Christchurch.
 Fulford, —, 89 Madras Street, Christchurch.
 Gadd, Mrs. D., 403 Madras Street, Christchurch.
 Gale, Mrs. E., 123 Richmond Terrace, New Brighton.
 Garder, W. F., 102 Seaview Road, New Brighton.
 Gardner, Mrs. E., 74 Madras Street, Christchurch.
 Garland, Mrs. E., 146 Edgeware Road, Christchurch.
 Garvin, S., 160 Lincoln Road, Christchurch.
 Gelling Bros., 262 Stanmore Road, Christchurch.
 Gelston, R. B., Sefton.
 Gerry, N., Rosewarne Street, Christchurch.
 Giles Bros., 275 Lincoln Road, Christchurch.
 Goode, W. E., 113 Victoria Street, Christchurch.
 Goodwin, J. E., and Son, 197 Waltham Road, Christchurch.
 Gow, J. M., 100 North Road, Papanui, Christchurch.
 Granger, S. T., 216 Strickland Street, Christchurch.
 Hall, J., and Co., 124 Manchester Street, Christchurch.
 Hamilton, D., Springston South.
 Hancock, A., and Son, 108 Lincoln Road, Christchurch.
 Hanna, J., 7 Riccarton Road, Christchurch.
 Hanson, J. E., 361 Riccarton Road, Upper Riccarton,
 Christchurch.
 Harbison, H. J., Motukarara.
 Harper, T., 62 Fendalton Road, Christchurch.
 Harris, J., 15 Somerset Street, Spreydon, Christchurch.
 Harris, J. T., 135 Ashbourne Street, Christchurch.
 Harris, R. B., 175 Milton Street, Christchurch.
 Harris, R. M., 147 Colombo Street, Christchurch.
 Harris, T. H., 345 Stanmore Road, Christchurch.
 Harris, W. G., 352 Madras Street, Christchurch.
 Harrison, E., Merivale Lane, Christchurch.
 Harrison, Miss G., 2 Papanui Road, Christchurch.
 Hasell, E. J., 961 Colombo Street, Christchurch.
 Hawkins, H. M., and Co., Rangiora.
 Hebden, A., 51 Springfield Road, Christchurch.
 Hemmings, B. H., 140 Warrington Street, Christchurch.
 Henry, J., 94 Ferry Road, Christchurch.
 Herriott, D., 325 Bealey Avenue, Christchurch.
 Herriott, H. J., 63 Victoria Street, Christchurch.
 Herriott, J. B., 42 Wairarapa Terrace, Christchurch.
 Hill, F. H., West Melton.
 Hill, W. G., 820 Colombo Street, Christchurch.
 Hill, W. T., 72 Hawkesbury Avenue, Christchurch.
 Hiskins, H. A., and Co., 262 Hereford Street, Christchurch.
 Holcroft, H. C., 637 Colombo Street, Christchurch.

Holton Bros., Amberley.
 Hoosfall, G. H., 220 Barbadoes Street, Christchurch.
 Hopkins, T. H., 76 Regent Street, Woolston, Christchurch.
 Horne, Mrs. R., Woodend.
 Horniblow, C., Kaiapoi.
 Hunter, T., West Melton.
 Hutchison, J. S., Lincoln.
 Illingworth, F., 89 Richardson Street, Christchurch.
 Innes, A. G., 49 Caledonian Road, Christchurch.
 Jenkins, H. T., 46 Springfield Road, Christchurch.
 Jennings, R., 382 Montreal Street, Christchurch.
 Johnston, S., Leeston.
 Jones, A., Belfast.
 Jones, A., 59 Trafalgar Street, Christchurch.
 Jones, H. G., 30 Division Road, Riccarton, Christchurch.
 Jowett, —, 15 Lincoln Road, Christchurch.
 Joyce, T., Woodend.
 Kaiapoi Supply Store (Limited), Kaiapoi.
 Keen, F. W., 389 Cashel Street, Christchurch.
 Kincaids Limited, 693 Colombo Street, Christchurch.
 Kissell, G. P., Templeton.
 Lawry, F. L., Kirwee.
 Lawry, I., 92 Seaview Road, New Brighton.
 Leigh, H., 836 Colombo Street, Christchurch.
 Leiske, Mrs. H., 187 Fitzgerald Avenue, Christchurch.
 Low, H. B., 249 Armagh Street, Christchurch.
 Low, H. B., 589 Cashel Street, Christchurch.
 Low, H. B., 653 Colombo Street, Christchurch.
 Low, H. B., 285 Manchester Street, Christchurch.
 Lyness, R., Huxley Street, Christchurch.
 McCallum, Mrs. A. T., 261 Cashel Street, Christchurch.
 McCullough, J. R., 1 Blighs Road, Papanui, Christchurch.
 McFedries, H., 375 Durham Street, Christchurch.
 McGill, J., 8 South Crescent Road, Christchurch.
 McKenzie, W. J., 136 Waltham Road, Christchurch.
 McMillan, J., Waikuku.
 MacCallum, P., 212 Edgeware Road, Christchurch.
 Maclay, F. M., 251 Colombo Street, Christchurch.
 Manchester Bros., Ashburton.
 Manhire, H., Sockburn.
 Manhire, W. H., Hornby.
 Martin, T., 29 Harrow Street, Christchurch.
 Martin, William, Madras Street, Christchurch.
 Mockett, W. H., Amberley.
 Morrison, R., 90 St. Albans Lane, Christchurch.
 Morrison, W. H., 428 Cashel Street, Christchurch.
 Munnings, J. and A. W., 355 Lincoln Road, Christchurch.
 Munro, W. W., 32 Antigua Street, Christchurch.
 Murray, W. W., 48 Shakespeare Road, Christchurch.
 Myers, J. L., 180 Strickland Street, Christchurch.

- Napier, J., Tai Tapu.
 Nelson and Whitworth, Doyleston.
 Newman, H., 60 Ashbourne Street, Woolston.
 New Zealand Farmers' Co-operative Association of Canterbury, Ashburton.
 New Zealand Farmers' Co-operative Association of Canterbury, Cashel Street, Christchurch.
 New Zealand Farmers' Co-operative Association of Canterbury, Rangiora.
 Norton, J. T., and Co., 15 Oxford Street, Lyttelton.
 O'Connell, T., 105 Fitzgerald Avenue, Christchurch.
 Oppenheim, E., Leeston.
 Orr, J., and Co., Ashburton.
 Packwood, H., Dyer's Pass Road, Christchurch.
 Papanui Store Company, Papanui Road, Christchurch.
 Papps, T. H., 212 High Street, Christchurch.
 Peek, E., 130 Colombo Street, Christchurch.
 Pepperill, J. W., 57 Coronation Street, Christchurch.
 Phillips, J. P., 1 London Street, Christchurch.
 Pierce Bros., 362 Barbadoes Street, Christchurch.
 Piercy, G., and Co., 759 Colombo Street, Christchurch.
 Prichard, C. H., 157 Cranford Street, Christchurch.
 Reynolds, W. M., 52 Berwick Street, Christchurch.
 Ricketts, A. R., 22 Clare Road, Christchurch.
 Robertson, W., 129 Waltham Road, Christchurch.
 Robinson, I., 1072 Colombo Street, Christchurch.
 Roger, Mrs. T., Dean Street, Christchurch.
 Rosie, J. A., 118 Regent Street, Christchurch.
 Rushbridge, H. F., 20 Montreal Street, Christchurch.
 Russell, C. B., 22 London Street, Lyttelton.
 Sansom, J., Rangiora.
 Scarr, A. W., 216 Fendalton Road, Christchurch.
 Schumacher, C. H., 129 Woodham Road, Christchurch.
 Sherrard, S., Dunsandel.
 Sherris, J. H., 475 Worcester Street, Christchurch.
 Simpson, J. F., and Sons, Main Road, Redcliffs.
 Skipworth, Miss A. A., 245 Brougham Street, Christchurch.
 Smith and Jordon, Rangiora.
 Smith, C. H., 65 Nayland Street, Sumner.
 Smith, E. C., 393 Barbadoes Street, Christchurch.
 Smith, G. C., 44 Norwich Street, Lyttelton.
 Smith, G. W., 94 Wilson Road, Opawa, Christchurch.
 Soanes, H., 102 Edward Avenue, Christchurch.
 Sorrell, A., 560 Worcester Street, Christchurch.
 Stanley, T. A., 52 Hills Road, Richmond, Christchurch.
 Stevens, Mrs. M., 442 St. Asaph Street, Christchurch.
 Suckling, C. M., Tai Tapu.
 Switzer, S., 7 Ashbourne Street, Woolston.
 Sydenham Supply Stores, 420 Colombo Street, Christchurch.

- Tasker, W., 84 Clarence Road, Riccarton.
 Templeton Bros., 243 Linwood Avenue, Christchurch.
 Thompson, A. J., Rangiora.
 Thompson, Mrs. L., 524 Cashel Street, Christchurch.
 Thompson, Mrs. M., Heathcote Valley.
 True Blue Stores (Frayle, F. A.), 398 Colombo Street, Christchurch.
 Tubb, C. E., Prebbleton.
 Tuck, W., 773 Colombo Street, Christchurch.
 Tyson, T. C., 540 Tuam Street, Christchurch.
 Virtue, J. T., 136 Ferry Road, Christchurch.
 Vogan, T., Lincoln.
 Walker, W., 350 Cashel Street, Christchurch.
 Wardell Bros. and Co., 162 Cashel Street, Christchurch.
 Warren, E. D., 353 Selwyn Street, Christchurch.
 Warwick, Mrs. S. A., Kaiapoi.
 Waters, A. P., 284 Armagh Street, Christchurch.
 Watson, J. D., Wakefield Avenue, Sumner.
 Watt, J. R., 56 Warrington Street, Christchurch.
 Webb, J. R., and Co., 34 London Street, Lyttelton.
 Webster, Mrs. N., 36 Aldwins Road, Christchurch.
 West, Mrs. B., 20 Papanui Road, Christchurch.
 White, W., 228 Manchester Street, Christchurch.
 Wilder, A. H., 280 Barrington Street, Christchurch.
 Williams, F., 59 Tuam Street, Christchurch.
 Williams, G., 94 Kingsley Street, Christchurch.
 Wilson, A., 128 High Street, Christchurch.
 Wilson, F. D., 72 Durham Street, Christchurch.
 Wilson, J., Sefton.
 Wilson, T. L., 165 North Avon Road, Christchurch.
 Winn, N., 153 Tancred Street, Christchurch.
 Winter, R., Leinster Road, Christchurch.
 Withers, J. T., Southbrook.
 Wood, R., 37 Simeon Street, Christchurch.
 Wrenn, Mrs. C., Wakefield Avenue, Sumner.
 Wright, G. B., 59 Radley Street, Woolston.
 Wyatt, A. H., 81 Seaview Road, New Brighton.
 Wylie, R., Kaiapoi.
 Yates, J. E., 212 Harewood Road, Papanui.

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 June, 1916, and shall continue in force until the 20th day of December, 1917, and thereafter as provided by subsection (1) (d) of section 90 of the Industrial Conciliation and Arbitration Act, 1908.

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 14th day of June, 1916.

T. W. STRINGER, Judge.

SCHEDULE.

Minimum Wages.

1. (a.) The minimum rate of wages which shall be paid to grocers' assistants shall be as follows:—

	£	s.	d.	
From 15 to 16 years of age	0	10	0	per week.
„ 16 „ 17 „	0	15	0	„
„ 17 „ 18 „	1	2	6	„
„ 18 „ 19 „	1	10	0	„
„ 19 „ 20 „	2	0	0	„
„ 20 „ 21 „	2	7	6	„
„ 21 „ 22 „	2	12	6	„
Over 22 years of age	2	17	6	„

(b.) The minimum rate of wages which shall be paid to drivers of the age of twenty-two years and upwards shall be £2 17s. 6d.

(c.) Drivers under the age of twenty-two years shall be paid according to the scale above prescribed for assistants under the age of twenty-two years. No youth under the age of eighteen years shall be employed in driving within five miles of the Chief Post-office, Christchurch.

(d.) An assistant may act as a driver or a driver as an assistant.

(e.) The employment shall be a weekly employment, and no deductions shall be made from the week's wages for public holidays. Time lost by a worker through his illness or default may be deducted from his wages.

Holidays.

2. (a.) The following shall be the recognized holidays: New Year's Day, the day following such day, Show Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, and the day set apart for the grocers' annual picnic.

(b.) Country districts beyond a radius of five miles from the Chief Post-office, Christchurch, may substitute another day for the day set apart for the grocers' annual picnic.

(c.) The New Zealand Farmers' Co-operative Association of Canterbury may substitute another day for the day set apart for the grocers' annual picnic.

(d.) If any day shall be generally observed as a holiday in lieu of any of the above-mentioned holidays such day for the purposes of this award may be substituted for the specified holiday.

Casual Workers.

3. Notwithstanding anything herein contained casual workers may be employed, provided they are paid not less than 1s. 5d. per hour.

Under-rate Workers.

4. (a.) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on the application of the worker after due notice to the union, by the local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b.) Such permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector or other person shall think fit.

(c.) Notwithstanding the foregoing it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having the same so fixed.

(d.) It shall be the duty of the union to give notice to the Inspector of Factories of every agreement made with a worker pursuant hereto.

(e.) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Preference.

5. (a.) If any employer shall hereafter engage any worker coming within the scope of this award who shall not be a member of the union, and who shall not become a member thereof within fourteen days after his engagement and remain such member, the employer shall dismiss such worker from his service if requested 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.

(b.) The provisions of the foregoing clause shall operate only if and so long as the rules of the union shall permit any worker coming within the scope of this award 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 to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

Clerks, &c.

6. This award shall not apply to clerks, cash-boys, or other persons engaged in the office-work of the employer and not engaged in the work of the shop, or to females employed elsewhere than in the grocery department.

Definition of "Assistant."

7. The term "assistant" where used in this award shall include shop-assistants, storemen, assistants part of whose employment is driving, and assistants part of whose work is canvassing for orders; and in shops where there is a separate provision side to the shop shall include assistants on that side, even though such assistants may be exclusively employed on that side.

Scope of Award.

8. The operation of this award is limited to that portion of the Canterbury Industrial District lying north of the Rangitata River.

Term of Award.

9. This award shall come into force as from the 1st day of June, 1916, and shall continue in force until the 20th day of December, 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 14th day of June, 1916.

T. W. STRINGER, Judge.

MEMORANDUM.

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

T. W. STRINGER, Judge.