

(4335.) CANTERBURY GENERAL LABOURERS.—AWARD *RE* WAIMAIRIE, PAPAROA, HEATHCOTE, AND HALSWELL COUNTY COUNCILS.

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 General Labourers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned County Councils (hereinafter called "the employers") :—

Halswell County Council, Halswell.

Heathcote County Council, Christchurch.

Paparoa County Council, Sockburn.

Waimairie County Council, 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 from the 1st day of May, 1916, and shall continue in force until the 30th day of April, 1919, 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.

*Hours of Work.*

1. The hours of work shall not exceed eight hours each day on five days of the week and four hours on Saturday, between 7.30 a.m. and 5 p.m. on the first five days of the week and from 7.30 to 12 noon on Saturdays. Men engaged on street-cleaning, channel-work, and sanitary work may start work at such hour as may be deemed necessary, provided they do not work more than eight hours on five days of the week and four hours on Saturday.

*Rates of Wages.*

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

- (a.) Tunnelmen at rock-tunnelling work, timber-work, or sinking shafts over 10 ft., 1s. 6d. per hour.
- (b.) Tunnelmen at clay-tunnelling work, and men in charge of derricks or scaffolding, 1s. 3d. per hour.
- (c.) All other classes of labour, 1s. 3d. per hour.

*Payment of Wages.*

3. Wages shall be paid by the Heathcote and Waimairie County Councils fortnightly, and by the Paparoa and Halswell County Councils monthly, and when not paid in the employer's time all time exceeding fifteen minutes shall be paid for at overtime rates.

*Overtime.*

4. All time worked beyond the hours hereinbefore mentioned shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first two hours, time and a half for the second two hours, and thereafter at the rate of double time.

*Holidays.*

5. The following shall be the recognized holidays: New Year's Day, Good Friday, Easter Monday, Labour Day, Show Day, Christmas Day, and Boxing Day. Work done on Easter Monday and Show Day shall be paid for at the rate of time and a half; work done on any of the other holidays shall be paid for at the rate of double time.

*Wet Places.*

6. (a.) When workers are working in a wet place or in foul air six hours shall constitute a day's work, eight hours to be paid for; half an hour to be allowed for crib.

(b.) A "wet place" is where water other than rain is falling on the worker.

(c.) When workers are working in not less than 2 in. of water gum boots shall be provided by the employer, or the employer may pay the worker an additional 3d. per day in lieu of same.

*Accommodation and Sanitation.*

7. Each employer shall provide accommodation to enable workers to change their clothes, and shall also provide sanitary accommodation for the workers in the works in congested areas.

*Tools.*

8. All tools shall be provided by the employer.

*Termination of Engagement.*

9. The employer shall give a worker one hour's notice or one hour's pay in lieu of notice prior to his dismissal. Each worker shall give his employer one hour's notice that he is about to leave his employment, or shall forfeit in lieu thereof one hour's pay, to be deducted from the wages due to him. In the event of any worker being dismissed or leaving his employment all wages due shall be paid to him within twenty-four hours on application by him to the County Clerk at the County Office or Clerk's residence. If not so paid all waiting-time shall be paid for at overtime rates.

*Under-rate Workers.*

10. (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.*

11. (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.

*Dirty Places.*

12. Workers employed in a dirty place shall be paid 1s. per day extra. A "dirty place" is demolishing old buildings or chimneys,

assisting to take out or reset ranges, &c., repairing or altering old sewers.

*Term of Award.*

13. This award shall come into force as from the 1st day of May, 1916, and shall continue in force until the 30th day of April, 1919.

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.

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MEMORANDUM.

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

T. W. STRINGER, Judge.