

(4339.) CANTERBURY MALTSTERS AND BREWERY EMPLOYEES.—
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 Maltsters and Brewery Employees' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Canterbury Seed Company (Limited), Cashel Street, Christchurch.

Crown Brewery Company (Limited), Christchurch.

Hole and Co. (Limited), Timaru Brewery, Timaru.

Kaiapoi Brewery, Kaiapoi.

Manning and Co. (Limited), Christchurch.

Shand, F., Devonport Lane, St. Albans, Christchurch.

Union Brewery, Bath Street, Christchurch.

Ward and Co. (Limited), Christchurch.

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, 1916, and shall continue in force until the 31st 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 17th day of June, 1916.

T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. (a.) The hours of work for coopers, carters, men employed in breweries, malthouses, and bottling-stores shall be forty-five per week, to be worked between the hours of 8 a.m. and 5 p.m., and five hours on Saturday, finishing at noon. In addition to the forty-five hours referred to the carters are required to give eight hours per week attendance on horses, and the said eight hours are exempt from any conditions in this award.

(b.) Night men shall start work at such time as suits the employer.

(c.) If night men are required to stay on brewery premises for more than eight hours and one meal-hour in each night they shall then be paid for such extra time at overtime rates.

(d.) Where the process of manufacture necessitates earlier or later attendance than between the hours of 7 a.m. and 5 p.m. men working under such conditions are to receive night men's rate of wages.

Wages.

2 (a.) The following shall be the minimum rates of wages: Coopers, £3 per week; carters, £2 12s. per week; brewery, malt-house, and bottling-store hands, £2 10s. 6d. per week. Night hands 3s. extra in all cases, provided the night hands commence work between the hours of 6 and 10 p.m.

(b.) The holidays herein specified shall be paid for, but subject thereto a worker shall be entitled to be paid for time actually worked by him.

(c.) So long as the British Empire remains in a state of war with Germany and Austria, or either of them, and for three months after the cessation of such war, there shall be paid to all workers coming within the scope of this award, in addition to the rates above mentioned, a war bonus of 5s. per full week worked or at the rate thereof, and in addition to the rates mentioned in clause 17 hereof a war bonus of 10 per cent. per full week worked or at the rate thereof. Casual labourers shall be paid a war bonus of 1d. per hour.

(d.) Notwithstanding the foregoing clause the said war bonus may at any time during the currency of the award as set forth be continued either wholly or partially, or may be increased or terminated as the Court, on the application of any party to this award or of its own motion, may determine.

Casual Labour.

3. Casual labour shall be paid for at the rate of 1s. 2d. per hour.

Assisting-carters.

4. Each employer shall be at liberty, when the exigencies of the business demand it, to employ two men from his staff of workers as assisting-carters, and the conditions relative to regular carters shall only apply to assisting-carters when engaged in actual driving.

Overtime.

5. All time worked beyond forty-five hours per week shall be paid for at the rate of time and a quarter. For work done on Sundays time and a half shall be paid.

Holidays.

6. (a.) The following shall be the recognized holidays: New Year's Day, Good Friday, Easter Monday, Show Day, Labour Day, Anniversary Day, Christmas Day, and Boxing Day.

(b.) All work done on any of the above-mentioned holidays shall be paid for at the rate of time and a quarter (this means ordinary time for the whole day and time and a quarter extra for the actual time worked).

General Conditions.

7. All wages shall be paid weekly and in the employer's time.

8. All men required to work overtime at night shall be notified the previous day or be allowed a reasonable time in which to get their meals, or be paid 1s. extra for their tea by their employer.

9. Men working under excessive heat shall be allowed a reasonable time before starting work in a cold temperature.

10. No man shall be asked to work for more than four hours in any one day at an open malt-screen unless same be fitted with exhausts or other appliances reducing dust to a minimum.

11. When earlier or later attendance is required the hours of work shall be continuous, subject to the usual meal-hours.

12. In no case shall copper sidesmen or topmen perform the duties of a second or assistant brewer, except in the case of illness or temporary absence of the brewer or his assistant.

Under-rate Workers.

13. (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.

14. (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.

(c.) Whenever an employer shall employ a worker who is not a member of the union he shall within three days thereafter give notice in writing of such employment to the secretary of the union.

Carters' Hours.

15. (a.) The carters' hours shall not exceed forty-five hours per week, and eight hours in necessary attendance to horses, &c.

(b.) It shall be part of the ordinary duty of a carter to assist when required in loading and unloading his employer's vehicles, and his employer may employ him at other than carting-work when the latter is not required.

Overtime.

16. Clauses 1 (a), 4, 5, and 6 shall not apply to carters engaged in attendance to horses, &c., on Sundays, week-days, and holidays, provided such attendance does not exceed eight hours per week, and in the interest of the carters concerned and to prevent any unnecessary numbers attending it is agreed that the carters employed at each brewery shall frame a roster under which the duties of attendance upon horses shall be fixed weekly. The said roster shall be posted up in the stables and a copy thereof given to the employer, the union holding itself responsible for the due carrying-out of the provisions by its members and to settle any dispute that may arise thereunder, the employers not being concerned in the details of the roster other than that due provision be made for the proper and necessary attendance upon the horses, &c.

Boys' Wages and Employment.

17. (a.) The proportion of boys to journeymen to be employed by any employer shall be in the ratio of one boy to the first four men or fraction thereof, and one boy to every succeeding four men or fraction thereof. The age of commencing work shall be seventeen, and the rate of wages as follows: Seventeen years of age, £1 2s. 6d. per week; eighteen years of age, £1 7s. 6d. per week; nineteen years of age, £1 12s. 6d. per week; twenty years of age, £1 17s. 6d. per week.

(b.) Boys under nineteen years of age shall not be employed in breweries or bottling-stores.

War Bonus.

18. The war bonus shall be paid from the 1st day of March, 1916.

Term of Award.

19. This award shall come into force as from the 1st day of March, 1916, and shall continue in force until the 31st 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 17th day of June, 1916.

T. W. STRINGER, Judge.

MEMORANDUM.

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

T. W. STRINGER, Judge.
