

(4522.) AUCKLAND FIRE BRIGADE EMPLOYEES.—AWARD.

In the Court of Arbitration of New Zealand, Northern 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 Auckland Fire Brigade Employees' Industrial Union of Workers (hereinafter called "the union") and the Auckland Fire Board (hereinafter called "the employer").

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 the employer by its representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award:—

That, as between the union and the members thereof and the employer, 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 employer, 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 employer 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 con-

stitute 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 18th day of December, 1916, and shall continue in force until the 18th day of December, 1918, 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 15th day of December, 1916.

— T. W. STRINGER, Judge.

#### SCHEDULE.

##### *Wages.*

1. The minimum rates of wages to be paid to the several classes of firemen shall be as follows:—

	Per Week.
	£ s. d.
(a.) First three months (probationers) ... ..	2 10 0
From three to nine months' service ... ..	2 12 6
From nine to twenty-one months' service ... ..	2 16 0
Over twenty-one months' service ... ..	3 0 0
Senior firemen ... ..	3 2 6
(b.) Motormen—	
First three months' service ... ..	2 15 0
From three to nine months' service ... ..	3 0 0
From nine to twenty-one months' service ... ..	3 5 0
Over twenty-one months' service ... ..	3 10 0

(c.) Married men who are not provided with quarters shall be granted a house allowance of 12s. 6d. per week.

##### *Appointment of Senior Firemen.*

2. (a.) Within one month after the coming into operation of this award the Superintendent shall appoint six senior firemen from amongst those who have to their credit over three years' continuous service on the permanent staff of the brigade.

(b.) Subsequent vacancies in the ranks of senior firemen shall be filled as they arise in accordance with subclause (a) hereof.

(c.) In all cases seniority, capability, suitability, and record shall be taken into consideration.

##### *Holidays and Leave.*

3. (a.) Annual leave shall be fourteen consecutive days, including Sundays, on full pay. Ordinary leave shall be every sixth day from 9 a.m. until midnight.

(b.) Firemen in the watch-tower shall be granted leave from 9 p.m. until midnight on one night in each week, such night to be arranged by the Superintendent.

##### *Uniform.*

4. Firemen after completion of probation shall be supplied free of charge with a new outfit of working-clothes as follows: One cap,

two pairs of sea-boots, one uniform dress jacket, one fire tunic, two fire jerseys, and two pairs of uniform trousers. All such articles shall be kept in repair by the Board, and shall be renewed when damaged by fire beyond repair or when considered necessary by the Superintendent, but shall be renewed at least every twelve months.

*Quarters.*

5. The existing regulations in force relating to these matters shall be incorporated with and form part of this award.

*Promotion.*

6. Promotion to office, excluding Superintendent and Deputy Superintendent, shall be made from the senior firemen or motor-men who have three years' continuous service on the permanent staff of the brigade to their credit at the time the vacancy occurs, and shall be determined by the Board on the recommendation of the Superintendent. In all cases seniority, capability, suitability, and record shall be taken into consideration.

*Prohibition against Affiliation with Labour Organizations.*

7. The union shall not affiliate with or have any connection or dealings with any federation or trade-union, or any other industrial organization of workers, or any outside body of workers. If the union commits a breach of this clause this award shall immediately cease and determine, and become void and of no effect.

*Preference.*

8. (a.) From and after the coming into operation of this award all permanent employees shall within one month of becoming permanently employed become members of the union.

(b.) The entrance fee shall not exceed 5s., and subscriptions shall not exceed 6d. per week.

(c.) It shall be a condition of employment of permanent employees that such employees shall join the union as hereinbefore prescribed, and remain members of the union while they are in the brigade and are competent to become members of the union.

(d.) If any employee joining the brigade shall neglect to become a member of the union within the time specified he shall be dismissed.

(e.) If any person who has already joined the union, or who shall pursuant to the provisions of this award join the union, shall voluntarily and of his own motion resign from the union he shall be liable to dismissal, and shall receive notification from the Superintendent that he is so liable, and that unless he joins the union again within one week from the date of service of the notice his employment shall cease on the expiry of one week.

*Under-rate Workers.*

9. (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.

#### *Scope of Award.*

10. (a.) This award is limited to the above-mentioned employees only, and does not apply to the officers of the brigade.

(b.) This award shall be subject to the provisions contained in Part V of the by-laws made under section 43 of the Fire Brigades Act, 1908, and the regulations of the Auckland Fire Board.

#### *Term of Award*

11. This award shall come into force on the 18th day of December, 1916, and shall continue in force until the 18th day of December, 1918.

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 15th day of December, 1916.

T. W. STRINGER, Judge.

#### MEMORANDUM.

The only matter referred to the Court was the question of wages and house allowance. This has been settled by the Court. Otherwise the award embodies without alteration the recommendations of the Conciliation Council, which the parties agreed to accept.

T. W. STRINGER, Judge.