

(4276.) WELLINGTON LAUNDRY EMPLOYEES.—AWARD.

In the Court of Arbitration of New Zealand, Wellington 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 Wellington Laundry Employees' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers"):

Boseley, C. D., laundry, Khandallah.

Couchman, E. V., laundry, Petone.

Curtis, A. M., laundry, Moir Street, Wellington.

Excelsior Laundry (O. W. Oldham), Adelaide Road, Wellington.

Ford, C. R., laundry, 255 Riddiford Street, Wellington.

France, A., laundry, 39 Brougham Street, Wellington.

James and Carson, laundry, 76A Taranaki Street, Wellington.

Lord and Tippett, laundry, Coutts Street, Kilbirnie.

Moncrieff, C., laundry, 67 Tory Street, Wellington.

Morris, L., laundry, 25 Daniel Street, Wellington South.

Pauline Rescue Home (Matron B. Blenkoe), laundry, Owen Street, Wellington South.

Parlane, A. (St. Mary's Home), Donald Street, Karori.

Perrett, C. L., laundry, Old Karori Road, Wellington.

Rother, P., laundry, 42 Toft Street, Wellington.

Seymour, P., laundry, 29 Moir Street, Wellington.

Union Steamship Company, laundry, Evans Bay, Wellington.

Upton, O., laundry, Petone.

Victoria Laundry Company, Hanson Street, Wellington.

Wame, E. H., laundry, 342 Tinakori Road, Wellington.

Watson, S., laundry, 29 Vivian Street, Wellington.

Wellington Hospital Board, laundry, Wellington South.

Willis, H., laundry, 5 Holland Street, Wellington.

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, 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 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 22nd day of May, 1916, and shall continue in force until the 22nd day of May, 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 9th day of May, 1916.

T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. The ordinary hours of work shall be governed by the provisions of the Factories Act, 1908, as under:—

Adult male workers shall not be employed—

- (a.) For more than forty-eight hours, excluding meal-times, in any one week; nor
- (b.) For more than eight hours and three-quarters in any one day; nor
- (c.) For more than five hours continuously without an interval of at least three-quarters of an hour for a meal.

Women, girls, or youths shall not be employed—

- (a.) For more than forty-five hours, excluding meal-times, in any one week; nor
- (b.) For more than eight hours and a quarter, excluding meal-times, in any one day; nor
- (c.) For more than four hours and a quarter continuously without an interval of at least three-quarters of an hour for a meal; nor
- (d.) At any time after 1 o'clock in the afternoon of one working-day in each week as hereinafter mentioned; nor
- (e.) In the case of women or girls, at any time between the hours of 6 o'clock in the evening and 8 o'clock in the morning following; nor
- (f.) In the case of youths, at any time between the hours of 6 o'clock in the evening and a quarter to 8 in the morning following:

Provided that, with the written consent of the Inspector of Factories, 7 o'clock in the morning may, during such months as are specified in such consent, be substituted in lieu of 8 o'clock in the morning, but so that the hours of work are not extended beyond eight hours and a quarter.

Wages.

2. (a.) The minimum rate of wages to be paid to male workers shall be as follows: From fifteen to seventeen years of age, £1 per week; from seventeen to nineteen years of age, £1 10s. per week; from nineteen to twenty-one years of age, £1 15s. per week; over twenty-one years of age, £2 10s. per week. Workers substantially employed at washing-machines, £2 15s. per week.

(b.) The minimum rate of wages to be paid to female workers shall be as follows: During the first six months' employment, 15s. per week; during the second six months' employment, 18s. per week; during the second year's employment, £1 1s. per week; thereafter, £1 5s. per week.

(c.) Workers who have been employed for six months at shirt-polishing machines, or at finery-ironing, or, in the case of girls, in charge of steam-mangle, shall be paid a minimum rate of £1 7s. 6d. per week.

(d.) Workers employed as hand washers, or casually employed as such and to fill in time at other work in a factory, shall be paid a minimum wage of 5s. per day.

(e.) 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 5 per cent. upon the said rates: Provided that such bonus shall in no case be payable in respect of any overtime earned by any such workers.

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

Overtime.

3. Overtime shall be worked and paid for (except where otherwise specified) according to the provisions of the Factories Act, 1908, as under: The prescribed number of working-hours may from time to time be extended, but such extension shall not, in the case of women, girls, or youths, be—

- (a.) More than three hours in any day; or
- (b.) More than two consecutive days in any week; or
- (c.) More than ninety hours in any year, except in any exceptional case arising, in the opinion of the Inspector of Factories, from any unforeseen circumstances, in which case he may grant a warrant to work extended hours after the ninety hours in a year have been worked by any employee, but such additional extended hours shall not in the case of any employee exceed thirty in any year; or
- (d.) On any holiday or half-holiday.

On every such occasion no person shall be employed for more than four hours continuously without an interval of at least half an hour for rest and refreshment.

Overtime to be paid for.

4. Except as provided in clause 10 of this award, every person who is employed during such extended hours under the preceding clause shall be paid therefor at not less than one-fourth as much again as the ordinary rate.

Minimum Overtime Rate.

5. Provided also that when the ordinary rate is by time and not by piecework the overtime rate shall not be less than 6d. per hour for those persons whose ordinary wages do not exceed 10s. per week, and 9d. per hour for all other persons so employed, and shall be paid at the first regular pay-day thereafter.

Terms of Engagement.

6. Unless otherwise specified the engagement shall be deemed to be a weekly engagement, and no deduction shall be made from the wages of an employee unless on account of the default or sickness of the worker.

Termination of Engagement.

7. Unless otherwise mutually agreed between the employer and the worker, twenty-four hours' notice shall be given by either party wishing to terminate the engagement.

Payment of Wages.

8. All wages, including overtime, shall be paid weekly.

Contagion Rates.

9. In cases where workers have to handle materials which are recognized as septic, the rates of wages to such workers shall be increased 25 per cent. while so employed.

Holidays.

10. The recognized holidays shall be those prescribed by the Factories Act, 1908, and double time shall be paid for any work done upon such holidays or for any work done on Sundays.

Under-rate Workers.

11. (a.) Any worker who considers himself or herself 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 or her 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 or her to have his or her 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.

12. (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

seven 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.

Exemptions.

13. (a.) The Pauline Rescue Home and other institutions of a similar character where laundry-work is carried on are exempt from the provisions of this award, provided they shall continue to conduct their business in the same manner as at the date of the coming into operation of this award.

(b.) The Wellington Hospital Board is exempt from the provisions of this award, provided that it shall pay its employees the wages prescribed by this award, and shall observe the regulations respecting overtime and the hours of work.

Scope of Award

14. This award shall apply to the area covered by a radius of twenty-five miles from the Chief Post-office, Wellington.

Term of Award.

15. This award shall come into force on the 22nd day of May, 1916, and shall continue in force until the 22nd day of May, 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 10th day of May, 1916.

T. W. STRINGER, Judge.

MEMORANDUM.

At the Conciliation Council held in January last the parties arrived at a complete agreement, both as to wages and as to general working-conditions. At the hearing before the Court, however, it was contended by the union that in addition to the wages agreed upon the workers should be allowed a war bonus of 10 per cent. In view of the fact that, with a full knowledge of the present economic conditions, the parties agreed to rates of wages which were greater than those hitherto prevailing in the industry, the Court did not think it fair to impose upon the employers the full

war bonus which it had granted to workers in some other industries. Taking into consideration, however, that the wages as agreed upon are about the lowest in any industry, the Court determined that the workers ought to be allowed a modified bonus of 5 per cent., which has accordingly been provided for by the award.

T. W. STRINGER, Judge.

NOTE.—Section 90, subsection (1) (*d*), of the Industrial Conciliation and Arbitration Act, 1908, provides that, notwithstanding the expiration of the currency of the award, the award shall continue in force until a new award has been duly made or an industrial agreement entered into, except where the registration of an industrial union of workers bound by such award has been cancelled.