

## WELLINGTON INDUSTRIAL DISTRICT.

### (4296.) WELLINGTON WHOLESALE MERCHANTS' STOREMEN AND PACKERS.—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 United Storemen's and Packers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Abbott, Oram, and Co., warehousemen, Victoria Street.

Aitken, Wilson, and Co., wholesale merchants, Customhouse Quay.

Anderson, H. G., Jervois Quay.

Atlas Biscuit and Confectionery Company, Victoria Street.

Aulsebrook and Co. (Limited), Wakefield Street.

Australian Kodak Company, 6 Mercer Street.

Ballinger Bros., plumbers, Waring Taylor Street.

Ballinger, Thomas, and Co., plumbers and electricians' importers, Victoria Street.

Bannantyne and Hunter, warehousemen, Victoria and Allen Streets.

Bannatyne, W. M., and Co., Customhouse Quay.

Bellingham and Co., merchants, Nathan's Buildings, Featherston Street.

Bethune and Hunter, merchants, Old Customhouse Quay.

Bing, Harris, and Co., warehousemen, Victoria and Harbour Streets.

Brailsford, F. C., warehousemen, Victoria Street.

Brewer, Fulton, and Co., general merchants, 106 Victoria Street.

Briscoe and Co. (Limited), Victoria Street.

- Bristol Piano Company, Lambton Quay.  
 British and General Electric Company, Brandon Street.  
 British Empire Trading Company, Victoria Street.  
 British Imperial Oil Company.  
 British United Shoe Machinery Company (Limited), Wakefield Street.  
 Burt, A. and T., warehousemen, Courtenay Place.  
 Butler, Edward J. (Limited), Ballance Street.  
 Butterworth Bros., warehousemen, Victoria Street.  
 Cadbury Bros., chocolate-manufacturers, Ghuznee Street.  
 Cameron, R. W., and Co., merchants, 9 and 10 Australian Chambers, Customhouse Quay.  
 Canada Cycle and Motor Company, 19 Lower Cuba Street.  
 Castle Tea Company (T. and W. Young), Jervois Quay.  
 Cathie, Charles, clothing-manufacturer, Victoria Street.  
 Central Agency, Victoria Street.  
 Chambers, J., and Son (Limited), engineers and importers, 34 Jervois Quay.  
 Chote, W. A., lime and cement and pottery depot, Farish Street.  
 Clark, A., and Son, warehousemen, Victoria Street.  
 Clark, Henry G. (A. S. Clark), indent agent, 31 Hunter Street.  
 Collins Bros., wholesale stationers, Victoria Street.  
 Cooper, F. (Limited), seedsmen, Willis Street.  
 Cowan, Alexander, and Son (Limited), paper-merchants, Harris Street.  
 Craig and Co. (Limited), Manners Street.  
 Crease, E. H., and Son (Limited), spice-works, Quin Street.  
 Curtis, J. J., and Co., carriers, 48 Customhouse Quay.  
 Cycle and Motor Supplies Company, Farish Street.  
 Derbyshire, J., and Co., indent merchants, Victoria Street.  
 Diamond Confectionery Company, Crawford Street.  
 Donne, B. L., importer and manufacturing agent, Customhouse Quay.  
 Dunlop Rubber Company of Australasia, 15 Blair Street.  
 Duthie, J., and Co. (Limited), iron and metal warehouse, Victoria Street.  
 Ellis and Manton, Stout Street.  
 Empire Manufacturing Company (Limited), Broadway Terrace.  
 Empire Oil Company, Harris Street.  
 Fairbairn, Wright, merchants, Blair Street.  
 Frank and Brice (Limited), (Knox and Barbour), threads and twines, Victoria Street.  
 George and Doughty, warehousemen, Victoria Street.  
 Gibbons, H. C., wholesale seedsman, 180 Lambton Quay.  
 Gollin and Co., merchants, 36 Jervois Quay.  
 Gordon and Gotch Proprietary (Limited), paper and type, wholesale, Cuba Street.

- Graur, John, and Co., indent agents, 90 Victoria Street.
- Green, W. H., and Co., wholesale stationers, Victoria Street  
(warehouse, Harris Street).
- Griffiths and Co. (Limited), general merchants, auctioneers,  
Blair Street.
- Griffiths, R. M., and Co., Customhouse forwarding shipping  
agents, 41 Victoria Street.
- Hall, Robert, produce broker and commission agent, Old  
Customhouse Street.
- Hannah, R., and Co., wholesale boot warehouse, Leeds Street.
- Hayman, P., and Co., warehousemen, Victoria Street.
- Haywood, H. M., importer and indent agent, Farish and  
Old Customhouse Streets.
- Healing, A. G., and Co., wholesale motor and cycle fitters,  
Tory Street.
- Hislop, A. R., machinery, oils, and packing, Victoria Street.
- Holmes, L., bulk store, Dixon and Quin Streets.
- Holmes, John, and Co., merchants, Panama Street.
- Hughes and Cossar, indent merchants and importers,  
Featherston Street.
- Hunt and Co., wine and spirit merchants and agents, Vic-  
toria Street.
- Hutchinson, Wilson, and Co., ship-chandlers, Jervois Quay.
- Hutson, P., and Co. (Limited), cement store, Old Custom-  
house Street.
- Hyams and Co., Victoria Street.
- Jackson and Co., wholesale art and wall paper, oil, and glass  
merchants, Jervois Quay.
- Jamieson, R., and Co., Harris Street.
- Jenkins and Mack, plumbers and brassfounders, 115  
Featherston Street.
- Johnston and Co., sales department, Featherston Street.
- Joosten and Murie, indent merchants, 2 Harbour Street.
- Kaiapoi Woollen Company (Limited), Victoria Street.
- Keir, J., carrier, 78 Jervois Quay.
- Kemphthorne, Prosser, and Co. (New Zealand Drug Company,  
Limited), Victoria Street.
- Kennedy, A. D., and Co. (Limited), merchants, Featherston  
Street.
- Kernot, A. E., wine and spirit merchants, Customhouse  
Quay.
- Laery, Beveridge, and Co., Allen Street.
- Laurence and Hanson, Cuba Street.
- Leary and Co. (Limited), Allen Street.
- Levin and Co., goods department, Customhouse Quay.
- Lysaght, J., and Co., Ballance Street.
- McCrae, D., importer, Farish Street.
- McEldowney Bros., warehousemen, Jervois Quay.
- McEwan, J. B., and Co. (Limited), Featherston Street.

- Mackay, Logan, Caldwell, and Co., warehousemen, Harbour Street.
- Magnus, Sanderson, and Co., cycle and motor importers, 19 Cuba Street.
- Makower, McBeath, and Co. Proprietary (Limited), warehousemen, 9 Nathan's Buildings.
- Martin, Robert (Limited), Manners Street.
- Meadows, F. N. R., dairy-produce merchants, Stout Street.
- Middows Bros. and Taylor (Limited), paper-merchants, 107 Customhouse Quay.
- Mills, E. W., and Co., ship's chandlers, iron store, Jervois Quay.
- Morley, J. and R., warehousemen, 21 Willis Street.
- Myers, J., and Co., Victoria Street.
- Nash, W. H., leather and grindery (wholesale), Farish Street.
- Nathan, Joseph, and Co. (Limited), Featherston Street.
- Nelson, Moate, and Co.
- Neilson, Maddick, and Co., Willis Street.
- New Zealand Carrying Company (Limited), Customhouse Quay.
- New Zealand Express Company (Limited), Customhouse Quay.
- New Zealand Farmers' Co-operative, Allen Street.
- New Zealand Farmers' Distributing Co-operative Company (Limited), Allen Street.
- New Zealand Manufacturing and Importing Company, Farish Street and Customhouse Street.
- O'Brien, J., and Co., carriers, Victoria Street.
- Odlin, C. A., Hardware Company (Limited), Cable Street.
- Office Appliance Company, Cuba Street.
- Paterson, A. S., and Co., warehouse produce, Cuba Street.
- Pearson, I., wine and spirit, Customhouse Quay.
- Phelps, Wilson, and Co., soft-goods warehousemen, Harbour Street.
- Pickels, Joseph, and Son, 8 Victoria Street.
- Pidgeon, E. W., and Co. (Limited), merchants, Allen Street.
- Preston and Co., wine and spirit merchants, Lambton Quay.
- Price, H., and Co. (Limited), oil, colour, and general merchants, Victoria Street.
- Raine, T. G., Lambton Quay.
- Rane, G., and Co., indent agents, 30 Cuba Street.
- Reid and Reid, Harris Street.
- Reynolds and Kinvig, warehousemen, 8 Victoria Street.
- Reynolds, E., and Co., Victoria Street.
- Riddler, T., and Co., merchants, 8 Victoria Street.
- Rigg, J., and Co., importers, 37 Taranaki Place.
- Roberts Limited, New Zealand, warehousemen, Jervois Quay.
- Rones Company of New Zealand, 37 Victoria Street.
- Roper and Co. (Limited), wine and spirit merchants, 17 Victoria Street.

- Ross and Glendining, warehousemen, Victoria Street.  
 Rothchilds and Co., Lambton Quay.  
 Sargood, Son, and Ewen, Jervois Quay.  
 Schlaadt and Co., woollen-merchants, Mercer Street.  
 Sharland and Co. (Limited), wholesale druggists, Harbour Street.  
 Silverstream Brick and Tile Company (W. A. Chôte), Farish Street.  
 Smallbone, W., merchant, Blair Street.  
 Smith and Lister, millinery specialists, 69 Victoria Street.  
 Smith and Smith, oil and colour merchants, Cuba Street.  
 Smith, J. S., and Co., indent agents, Victoria Street.  
 Smythe, J. A., and Co., indent agents, Victoria Street.  
 Southern Sales (Limited), merchants, 17 Grey Street.  
 Stewart Timber and Hardware (Limited), Courtenay Place.  
 Storer, Meek, and Co., manufacturing agents and indentors, Victoria Street.  
 Thomas, George, and Co., Allen Street.  
 Thompson Bros. (Limited), Blair Street.  
 Tingey, R. and E., oil and colour importers, Manners Street.  
 Tonks, W., miller, grain and produce merchant, Well Flour-mills, Herbert Street.  
 Townsend and Paul, Allen Street.  
 Turnbull and Lewis, indent agents, 8 Victoria Street.  
 Turnbull, W. and G., and Co., goods and insurance, Custom-house Quay.  
 Ullathorne and Hartbridge and Co. (Limited), wholesale leather and grindery.  
 United Asbestos (Australasian Agency, Limited), 40 Jervois Quay.  
 United Farmers' Co-operative Association (Limited), Lambton Quay.  
 Vacuum Oil Company Proprietary, 3 Willis Street.  
 Van Staveren Bros., Victoria Street.  
 Virtue, D. W., and Co., grain and flour merchants, Victoria Street.  
 Wellington Woollen Manufacturing Company (Limited), Jervois Quay.  
 Welsbach Light Company of Australasia, 48 Victoria Street.  
 Whitcombe and Tombs (Limited), (wholesale), Lambton Quay.  
 Wilton, G. W., importer of scientific instruments, 61 Cuba Street.  
 Wright, Stephenson, and Co., merchants, Routh's Buildings.  
 Young's Chemical Company, Little Taranaki Street.  
 Young, T. W., merchant, Jervois Quay.

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 representa-

tives 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 29th day of May, 1916, and shall continue in force until the 29th 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 15th day of May, 1916.

T. W. STRINGER, Judge.

#### SCHEDULE.

##### *Hours of Work.*

1. (a.) Except where otherwise provided, an ordinary week's work shall consist of from forty-four to forty-eight hours, according to the custom now prevailing in the various establishments of the parties bound by this award.

(b.) In establishments in which the hours of work are regulated by the Shops and Offices Act, 1908, or by the Factories Act, 1908, the foregoing conditions regarding hours of work shall not apply.

##### *Overtime and Holidays.*

2. (a.) Subject to the provisions hereinbefore set forth, time worked by storemen or packers in excess of the hours usually worked

in any day in the establishments in which they are respectively employed shall be considered overtime, and shall be paid for at the rate of time and a half.

(b.) The following shall be the recognized holidays: New Year's Day, the day following, Good Friday, Easter Monday, Anniversary Day, birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day.

(c.) The provisions of section 19 of the Shops and Offices Act, 1908, shall apply to the above holidays in establishments in which the hours of work are regulated by that Act.

(d.) Any work done on Sundays, Christmas Day, or Good Friday shall be paid for at double-time rates; and any work done on any other specified holiday, or any holiday observed in lieu thereof, shall be paid for at the rate of time and a half. The said payments shall be paid in addition to the ordinary weekly wage.

#### *Wages.*

3. (a.) Storemen and packers of and over the age of twenty-one years substantially employed at work usually performed by storemen and packers, such as receiving delivery of, collecting, packing, and despatching goods, shall be paid not less than £2 15s. per week; and junior storemen and packers shall be paid not less than the following rates of wages: Up to seventeen years of age, 15s. per week; from seventeen to eighteen years of age, £1 per week; from eighteen to nineteen years of age, £1 5s. per week; from nineteen to twenty years of age, £1 10s. per week; from twenty to twenty-one years of age, £1 15s. per week, and there-after the minimum wage.

(b.) Each firm or employer shall be entitled to employ one junior storeman or packer, but the proportion of juniors to seniors shall otherwise not exceed one to three or fraction of three.

#### *Weekly Employment.*

4. The employment shall be deemed to be a weekly employment, and no deduction shall be made from the weekly wages except for time lost through the worker's sickness or default.

#### *Casual Workers.*

5. Casual workers may be employed at the rate of 1s. 3d. per hour, with overtime at the rate of 1s. 8d. per hour for all time worked in excess of eight hours in any one day or after 6 p.m.

#### *Meal-hours.*

6. One hour shall be allowed for meals.

#### *Payment of Wages.*

7. Wages shall be paid weekly unless otherwise agreed upon.

*Termination of Engagement.*

8. Not less than seven days' notice shall be given by either party of the termination of the service: Provided that nothing in this clause shall prevent the employer from summarily dismissing any worker for wilful misconduct.

*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.

*Preference.*

10. (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 six 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.

*Scope of Award.*

11. (a.) In establishments in which both wholesale and retail businesses are carried on the provisions of this award shall apply only to workers regularly employed in the wholesale department of such establishment.

(b.) This award shall apply only to workers who are substantially employed as storemen or packers, and shall not apply to workers who may be employed occasionally to do the work of storemen, but the greater part of whose time is devoted to other work in the establishment in which they are employed.

*Term of Award.*

12. This award shall come into force on the 29th day of May, 1916, and shall continue in force until the 29th 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 15th day of May, 1916.

T. W. STRINGER, Judge.

MEMORANDUM.

The terms and conditions of this award have been settled by a majority of the Court.

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.