

(4983.) NORTHERN DISTRICT FEMALE BOOKBINDERS, PAPER-  
RULERS, AND CUTTERS.—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 City Female Bookbinders, Rulers, Envelope-makers, and Printers' Feeders' Industrial Union of Workers (hereinafter called "the union") and the Auckland Master Printers and Allied Trades Industrial Union of Employers and Whitcombe and Tombs (Limited) (hereinafter called "the employers").

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 employers 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 12th day of August, 1918, and shall continue in force until the 1st day of April, 1920, 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 5th day of September, 1918.

T. W. STRINGER, Judge.

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SCHEDULE.

*Hours of Work.*

1. The hours of work shall not exceed forty-five hours per week, to be fixed by each employer, subject to the provisions of the Factories Act, 1908, and its amendments.

*Wages.*

2. The minimum wages for all females engaged in any branch of the trade shall be: For the first six months, 10s. per week; for the second six months, 12s. 6d. per week; for the second year, 15s. per week; for the third year, £1 2s. 6d. per week; for the fourth year, £1 7s. 6d. per week; and thereafter, £1 13s. per week.

3. Time lost by a worker through sickness or default, or through her voluntary absence from work with the consent of the employer may be deducted from her wages.

*Overtime.*

4. Overtime shall be paid for at the following rates: Worker receiving 10s. per week, 6d. per hour; up to £1 per week, 9d. per hour; those receiving over £1 per week, 1s. per hour.

*Definition of Work.*

5. All work now done by females under the existing custom shall be considered as proper work for employees within the scope of this award.

*Holidays.*

6. The following holidays shall be observed and paid for: 1st January, Anniversary Day, Good Friday, Easter Monday, Labour Day, Sovereign's Birthday, Christmas Day, and Boxing Day. Should any of these holidays fall on a Sunday the following day shall be observed.

*Payment of Wages.*

7. Payment of wages and overtime shall be made not later than Friday of each week within a radius of ten miles of the City of Auckland, and shall be for work done up to the evening preceding pay-day.

*Preference.*

8. (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 her 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 to become a member of the union upon payment of an entrance fee not exceeding 1s., upon a written application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 2s. 6d. per quarter.

*Piecework.*

9. Provided that the local union and the employer are in agreement piecework may be worked: Provided that the rate for such work shall be such as to enable the worker to earn not less than 15 per cent. above the minimum rates of wages herein provided. If the union and the employer shall not agree as to piecework, or as to the rate thereof, such dispute shall be settled in the manner provided by clause 11 hereof.

*Bronzing.*

10. Employees on hand-bronzing shall be supplied with the necessary safeguards as prescribed in regulations issued by the Department of Labour.

*Matters not provided for.*

11. Any dispute in connection with any matter not provided for in this award shall be settled between the particular employer concerned and the secretary or president of the union, and in default of any agreement being arrived at then such dispute shall be referred to the local Inspector of Awards, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Inspector of Awards, may appeal to the Court upon giving written notice of such appeal to the other party within seven days after such decision shall have been communicated to the party desiring to appeal.

*Scope of Award.*

12. This award shall operate throughout the Northern Industrial District.

*Term of Award.*

13. This award shall come into force as from the 12th day of August, 1918, and shall continue in force until the 1st day of April, 1920.

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 5th day of September, 1918.

\_\_\_\_\_ T. W. STRINGER, Judge.

## MEMORANDUM.

This award embodies without alteration the recommendations of the Conciliation Council, which the parties agreed to accept. The only matter referred to the Court was the form of the preference clause.

T. W. STRINGER, Judge.

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