

(5243.) NORTHERN INDUSTRIAL DISTRICT PAPER-MILLS
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 Riverhead Paper-mills Employees' Industrial Union of Workers (hereinafter called "the union") and the New Zealand Paper-mills (Limited) (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, 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 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 16th day of June, 1919, and shall continue in force until the 16th day of June, 1921, 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 11th day of June, 1919.

T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. The actual working-time shall be as follows: Shiftmen, forty-eight hours per week; all others, forty-five hours per week.

		<i>Wages.</i>		s.	d.	
2. (a.)	Machinememen	...	...	1	7½	per hour.
	Beatermen	...	...	1	6	„
	Cuttermen	...	...	1	5	„
	Kollergang	...	...	1	3½	„
	Glazers	...	...	1	5	„
	Engineer's assistant	...	...	1	5	„
	Rippermen	...	...	1	5	„
	Packers	...	...	1	3½	„
	Trimmers	...	...	1	3½	„
	Boilermen	...	...	1	3½	„
	Yardmen	...	...	1	3½	„
	All others...	...	...	1	3½	„
	Paper-pickers	...	...	0	10	per cwt.

(b.) In addition to the above rates there shall be paid to all workers covered by subsection (a) hereof, other than paper-pickers, a bonus of 2½d. per hour unless and until the Court shall otherwise order.

(c.) Youths may be employed at not less than the following wages: From fourteen to fifteen years, £1 per week; from fifteen to sixteen years, £1 5s. per week; from sixteen to seventeen years, £1 15s. per week; from seventeen to eighteen years, £2 per week;

from eighteen to nineteen* years, £2 5s. per week. Youths over nineteen years of age shall receive the minimum wage under the award.

(d.) Female workers may be employed at not less than the following wages :—

Age at Starting.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Seventh Six Months.	Eighth Six Months.	Ninth Six Months.	Thereafter.
14 to 15	15/-	17/6	20/-	22/6	25/-	27/6	30/-	32/6	35/-	40/-
15 „ 16	17/6	20/-	22/6	25/-	27/6	30/-	32/-	..	..	40/-
16 „ 17	20/-	22/6	25/-	27/6	32/6	..	..	..	..	40/-
17 „ 18	22/6	25/-	27/6	32/6	..	..	..	..	..	40/-
18 „ 19	25/-	27/6	32/6	..	..	..	..	..	..	40/-
19 and over	27/6	32/6	..	..	..	..	..	..	..	40/-

(e.) The employment under subclauses (c) and (d) 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, or through the closing of the mill from want of material or other cause.

Overtime.

3. (a.) Except for the purpose of changing shifts all time worked in excess of the hours specified in clause 1 hereof shall be considered overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b.) Any worker who, except in the case of unforeseen emergency, is unable to begin work with his shift shall give to his foreman at least twenty-four hours' notice of his inability to go on duty. Any failure on the part of a worker to give such notice shall entitle the employer to arrange for a substitute at ordinary rates, notwithstanding that such substitute may have already worked a shift.

Holidays.

4. All work (except shift work) done on Sundays and the statutory holidays prescribed by the Factories Act, 1908, and its amendments, shall be paid for at the rate of double time, except in the case of repairs of machinery, which shall be paid for at the rate of time and a half.

Accidents.

5. A modern first-aid emergency case, fully equipped, shall be kept in a convenient and accessible place.

Accommodation.

6. (a.) An adequate supply of pure drinking-water shall be provided.

(b.) Sanitary accommodation to the satisfaction of the Inspector of Factories shall be provided.

General.

7. In the event of the mill closing owing to want of wood-pulp or for any other cause the company shall give the workers, if possible, a week's notice of their intention to close, and also advise the workers at the same time as to how long the mill is likely to be closed.

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 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.

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. Northern Industrial District.

Term of Award.

11. This award shall come into force on the 16th day of June, 1919, and shall continue in force until the 16th day of June, 1921.

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 11th day of June, 1919.

T. W. STRINGER, Judge.

MEMORANDUM.

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

T. W. STRINGER, Judge.
