
(5500.) HAWKE'S BAY DISTRICT OPERATIVE BUTCHERS.—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 Operative Butchers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Bone, L., Butcher, Wairoa.

Boyd and Co., Butchers, 135 Heretaunga Street, Hastings.

- City Meat Company (H. Watson), Butchers, Heretaunga Street, Hastings.
- Clarke, C. J., and Son, Butchers, Dannevirke.
- Conroy and Higgins (Limited), Butchers, Hastings Street, Napier.
- Duckett, C., Butcher, Shakespeare Road, Napier.
- Findlay, W., Butcher, Clive.
- Fletcher, H., Butcher, Ongaonga.
- George, H., Butcher, Tikokino.
- Gichard, B., Butcher, Dannevirke.
- Hand and Sons, Butchers, Dannevirke.
- Hawke's Bay Butchery Company, Butchers, Emerson Street, Napier.
- Haynes and Clarke, Butchers, Shakespeare Road, Napier.
- Martin, J., Butcher, Taradale.
- Newling, J. H., Butcher, Ormondville.
- Ritchie, S., Butcher, Tikokino.
- Saunders, F. J., Butcher, Takapau.
- Selby, F. C., and Son, Butchers, Port Ahuriri.
- Simpson, J., Butcher, Waipawa.
- Snell, W. C., Butcher, Dannevirke.
- Summerfield, S., Butcher, Wairoa.
- Thompson Bros., Butchers, Heretaunga Street, Hastings.

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, 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 8th day of December, 1919, and shall continue in force until the 20th day of October, 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 1st day of December, 1919.

— T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. Fifty-one hours shall constitute a week's work, to be worked between the following hours: Between the hours of 7 a.m. and 5 p.m. on four days of the week, and between the hours of 7 a.m. and 12 noon on one day and between 6 a.m. and 6 p.m. on the other day. One hour to be allowed each day for lunch on five days of the week between 12 noon and 2 p.m.

Wages.

2. (a.) Workers shall be paid not less than the wages specified in the following scale: First shopman or man in charge, £4 15s. per week; second shopman, £4 7s. 6d. per week; first small-goods man, £4 12s. 6d. per week; all other workers, £3 17s. 6d. per week.

(b.) The wages hereinbefore prescribed are weekly wages, and are not subject to any deductions save for time lost through the default or illness of the worker.

(c.) Any worker receiving a higher rate of wages than the minimum rate herein prescribed shall not have his wages reduced.

Overtime.

3. For all time worked in excess of the hours specified in clause 1 hereof in any one week overtime shall be paid at the rate of 2s. 3d. per hour.

Casual Labour.

4. All casual workers shall be paid at the rate of not less than 2s. per hour, with a minimum of six hours for any day on which such workers shall be employed.

Boys and Youths.

5. (a.) Employers may employ boys and youths at not less than the following rates of wages: Under seventeen years of age, £1 7s. 6d. per week; from seventeen to eighteen years of age, £1 12s. 6d. per week; from eighteen to nineteen years of age, £2 2s. 6d. per week; from nineteen to twenty-one years of age, £2 15s. per week.

(b.) The proportion of boys or youths to be one to every three men or fraction thereof.

Holidays.

6. (a.) All workers shall receive the following holidays: New Year's Day, Good Friday, Easter Monday, Labour Day, birthday of the reigning Sovereign, Christmas Day, Boxing Day, Spring Show Day, and Autumn Show Day.

(b.) If any day shall be generally observed as a holiday in lieu of the above-mentioned holidays, such day for the purposes of this award shall be substituted for the specified holiday.

(c.) One week's holiday on full pay shall be granted to each worker under this award on completion of each year of service, or he shall be paid a week's wages in lieu thereof at the option of the employer.

Weekly Half-holiday.

7. No worker shall be employed after 12 noon on the day of the weekly half-holiday, irrespective of the provisions of section 19 and its subsections of the Shops and Offices Act, provided that where two consecutive holidays fall in any one week the weekly half-holiday shall not be observed.

General.

8. (a.) In the case of weekly employment, where a worker is substantially employed in any capacity he shall be paid the rate of wages laid down for that class of employment.

(b.) All wages, including overtime, shall be paid in full on Saturday in each week before 5 p.m.

Casual Boy-labour.

9. The employment of casual boy-labour by either the employer or employee is hereby prohibited, and employers are not permitted to have the assistance of casual boy-labour at any time, provided that this clause shall not prevent any employer from employing his own son or sons as casual workers.

Clerks.

10. Nothing herein contained shall be deemed to relate to the employment of clerks or other persons exclusively engaged in the office-work of the employer.

Female Labour.

11. The employment of females (other than the wife or daughter of the employer) shall not be allowed, and no employee shall be permitted to have the assistance of female labour at any time.

Under-rate Workers.

12. (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.

Matters not provided for.

13. Any dispute in connection with any matter not provided for in this award shall be settled between the particular employer concerned and the secretary and president of the union, and in default of any agreement being arrived at then such dispute shall be referred to the Conciliation Commissioner, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, 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.

Preference.

14. (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.

Scope of Award.

15. The operation of this award is limited to the Hawke's Bay Provincial District.

Term of Award.

16. This award shall come into force on the 8th day of December, 1919, and shall continue in force until the 20th day of October, 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 1st day of December, 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.
