

CANTERBURY INDUSTRIAL DISTRICT.

(5692.) CANTERBURY BUTCHERS.—ORDER AMENDING AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of the War Legislation and Statute Law Amendment Act, 1918; and in the matter of the Canterbury Butchers' award dated the 30th day of July, 1918, and recorded in Book of Awards, Vol. xix, p. 664; and in the matter of orders amending the said award dated the 14th day of October, 1918, and the 3rd day of September, 1919, respectively, and recorded in Book of Awards, Vol. xix, p. 1192, and Vol. xx, p. 952, respectively.

UPON reading the application of the union party to the said award filed herein on the 17th day of February, 1920, and upon hearing the duly appointed representative of the said union, this Court, having regard to all the relevant considerations and the agreement arrived at between the said union and the Canterbury Master Butchers' Industrial Union of Employers and being of opinion that it is just and equitable to amend the said award, and by virtue and in exercise of the powers conferred by the said Acts and of every other power in that behalf enabling it, doth hereby order that the said award shall be amended in manner following, that is to say—

1. The said orders dated the 14th day of October, 1918, and the 3rd day of September, 1919, are hereby cancelled, and this order is substituted therefor.

2. Clause 2 of the said award shall be deleted, and the following provisions substituted therefor:—

“ 2. (a.) Workers shall be paid not less than the wages specified in the following scale: First shopman or man in charge, £4 10s. per week; second shopman, £3 18s. per week; first small-goods man, £4 10s. per week; all other workers employed in connection with the business, including shopmen, small-goods men, carters in charge of hawking or order carts, and general hands, £3 12s. per week.

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

“(c.) In addition to the wages above prescribed there shall be paid to the workers above mentioned a bonus of 5s. per week unless and until the Court shall otherwise order.”

3. Clause 3 of the said award shall be deleted, and the following provisions substituted therefor:—

“3. (a.) The minimum wage for casual hands (adults) shall be at the rate of 12s. per day for all ordinary days, and 14s. per day for Saturday.

“(b.) In addition to the minimum rates above prescribed there shall be paid to such workers a bonus of 20 per cent. upon the said rates unless and until the Court shall otherwise order.

“(c.) ‘Casual labour’ shall be deemed to mean all employment of less duration than one week and terminated by the employer.

“(d.) No casual labour shall be allowed for boys.”

4. Subclause (a) of clause 4 of the said award shall be deleted, and the following provisions substituted therefor:—

“(a.) Employers may employ boys and youths at not less than the following rates of wages: Under the age of sixteen years, £1 2s. 6d. per week; from sixteen to seventeen years, £1 7s. 6d. per week; from seventeen to eighteen years, £1 12s. 6d. per week; from eighteen to nineteen years, £1 17s. 6d. per week; from nineteen to twenty years, £2 per week; and from twenty to twenty-one years, £2 5s. per week. In addition to the rates prescribed in this subclause there shall be paid to such boys and youths a bonus of 10 per cent. upon the said rates unless and until the Court shall otherwise order.”

5. Clause 12 of the said award shall be deleted, and the following provisions substituted therefor:—

“12. (a.) All workers employed in or about butchers’ shops shall be paid not less than £3 12s. per week. This wage is a weekly wage, and is not subject to any deduction save for time lost through the default of the worker.

“(b.) In addition to the minimum wage above prescribed there shall be paid to such workers a bonus of 5s. per week unless and until the Court shall otherwise order.

“(c.) The minimum wage for casual workers shall be 1s. 6d. per hour.

“(d.) In addition to the minimum rate prescribed for casual workers in the preceding subclause there shall be paid to such workers a weekly bonus of 20 per cent. upon the said rate.”

6. Clause 13 of the said award shall be deleted, and the following provisions substituted therefor:—

“13. (a.) Employers may employ youths at not less than the following rates of wages: Under the age of sixteen years, £1 2s. 6d. per week; from sixteen to seventeen years, £1 7s. 6d. per week; from seventeen to eighteen years, £1 12s. 6d. per week; from eighteen to nineteen years, £1 17s. 6d. per week; from nineteen

to twenty years, £2 2s. 6d. per week; from twenty to twenty-one years, £2 7s. per week.

“(b.) The proportion of youths to be employed by any employer shall not exceed one youth to every three men or fraction of three.

“(c.) The wages herein prescribed are weekly wages, and are not subject to any deduction save for time lost through the default of the worker.

“(d.) When a youth is boarded by the employer a deduction of 10s. may be made from his wages weekly.”

7. Subclause (1) of clause 19 of the said award shall be deleted, and the following provisions substituted therefor:—

“(1.) The hours of work shall be not more than forty-seven hours per week, and shall be arranged as follows: Three days a week, between 8 a.m. and 6 p.m., not more than eight hours to be worked on each day. On the day of the weekly half-holiday the hours shall be between 8 a.m. and 1 p.m., not more than four hours to be worked. On Friday or Saturday the hours shall be between 8 a.m. and 9 p.m., not more than nine hours to be worked on one of these days, and not more than ten hours on the other.”

8. This order shall operate and take effect as from the 1st day of January, 1920.

Dated this 22nd day of March, 1920.

T. W. STRINGER, Judge.

MEMORANDUM.

When this application came before the Court the parties submitted an agreement arrived at between the union and the Canterbury Master Butchers' Association whereby a general increase in wages of 5s. per week was conceded. The Court has given effect to this agreement, but in doing so it has been necessary to increase the flat rates in order to avoid the anomaly of disproportion between the flat rates and the bonuses.

T. W. STRINGER, Judge.