

(6006.) CANTERBURY MANURE, TALLOW, AND SOAP WORKERS.—
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 an industrial dispute between the Canterbury Freezing-works and Related Trades' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Canterbury By-products (Limited), Hereford Street, Christchurch.

New Zealand Farmers' Co-operative Association of Canterbury (Limited), Cashel Street, Christchurch.

New Zealand Provision and Produce Company (Limited), Hereford Street, Christchurch.

Zealandia Soap and Candle Company (Limited), Ferry Road, Woolston, Christchurch.

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 as hereinafter provided, and shall continue in force until the 1st day of May, 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 2nd day of July, 1920.

— T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. (a.) The week's work shall consist of forty-eight hours, to be worked between the hours of 7.30 a.m. and 5 p.m. on five days of the week (no work to exceed more than eight and a half hours in any one day), and one day in the week the hours shall not exceed five and a half, between the hours of 7.30 a.m. and 1 p.m.

(b.) The Canterbury By-products Company (Limited) may employ their workers between the hours of 8 a.m. and 5.30 p.m. with half an hour for dinner.

Minimum Rate of Wages.

2. (a.) Manure-workers, 1s. 8d. per hour; tallow-workers, 1s. 8d. per hour; soap-workers, 1s. 7d. per hour.

(b.) In addition to the above rates there shall be paid to all the above-mentioned workers a bonus of 3d. per hour unless and until the Court shall otherwise order.

Employment of Youths.

3. (a.) Boys and youths may be employed, at the discretion of the employer, at not less than the following rates of wages: Under sixteen years of age, 18s. per week; between the ages of sixteen and seventeen years, £1 5s. 6d. per week; between the ages of seventeen and eighteen years, £1 13s. per week; between the ages of eighteen and nineteen years, £2 3s. per week; between the ages of nineteen and twenty years, £2 13s. per week.

(b.) In addition to the rates prescribed in this clause there shall be paid to such workers a bonus of 2s. per week unless and until the Court otherwise orders.

Overtime.

4. All time worked in excess of the hours mentioned 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 afterwards.

Holidays.

5. The following shall be the holidays: New Year's Day, Easter Monday, Labour Day, Show Day, Boxing Day, King's Birthday, Good Friday, Christmas Day, and local picnic day.

Payment for Holidays.

6. Double time shall be paid for work done on Christmas Day, Good Friday, and Sundays; time and a half shall be paid for work done on New Year's Day, Easter Monday, Labour Day, Show Day, Boxing Day, King's Birthday, and local picnic day.

Payment of Wages.

7. Wages shall be paid weekly. One day's lie-time shall be allowed.

Under-rate Workers.

8. (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 thereto.

(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.

9. (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.

General.

10. (a.) An interval of ten minutes' duration for smoking shall be allowed morning and afternoon without deduction from the men's wages, provided that special previous conditions which have hitherto obtained in any department shall continue.

(b.) Suitable dressing-rooms shall be provided.

(c.) Workers shall be supplied where necessary with aprons, leggings, clogs or gum boots.

(d.) Suitable bathing-accommodation shall be provided; both hot and cold water to be laid on.

(e.) Suitable covered bicycle-stand shall be provided by the employer.

Night Shifts.

11. The employers or any of them shall have the right, upon giving reasonable notice of the intention to do so, to apply to the Court to make provisions for night shifts.

Term of Award.

12. This award so far as relates to wages shall come into force as from the 1st day of May, 1920, and so far as all the other provisions of this award are concerned it shall come into force on the date hereof, and this award shall continue in force until the 1st day of May, 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 2nd day of July, 1920.

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.
