

(6289.) SOUTHLAND WOOL, GRAIN, AND MANURE STORES
EMPLOYEES.—AWARD.

In the Court of Arbitration of New Zealand, Otago and Southland 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 Dunedin Wholesale Storemen's Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Wool, Grain, and Manure Stores.

- Carswell and Co. (Limited), Liddell Street, Invercargill.
 Dalgety and Co. (Limited), Merchants, Tay Street, Gore, and Invercargill.
 Henderson and Co. (Limited), Merchants, Dee Street, Gore, and Invercargill.
 Kirk, J. H., and Co., of N.Z. (Limited), Merchants, Don Street, Gore, and Invercargill.
 Kirk and Co., Merchants, Gore.
 Mills, J. R., and Sons, Merchants, Spey Street, Invercargill.
 National Mortgage and Agency Company (Limited), Merchants, Gore, and Crescent, Invercargill.
 New Zealand Loan and Mercantile Agency Company (Limited), Merchants, Gore, and Crescent, Invercargill.
 Nichol Bros., Merchants, Esk Street, Invercargill.
 Southland Farmers' Co-operative Association (Limited), Merchants, Gore, and Crescent, Invercargill.
 Todd Bros. and Co. (Limited), Merchants, Dee Street, Invercargill.
 Ward, J. G., and Co. (Limited), Merchants, Gore, and Crescent, Invercargill.
 Watson, J. E., and Co. (Limited), Merchants, Gore, and Tay Street, Invercargill.
 Wright, Stephenson, and Co. (Limited), Merchants, Gore, and Crescent, Invercargill.

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 April, 1922, 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 November, 1920.

T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. The ordinary hours of work shall be eight each day on five days of the week, to be worked between the hours of 8 a.m. and 5 p.m., and four hours on the day of the statutory half-holiday, from 8 a.m. to 12 noon. The meal-hour each day shall be from 12 noon to 1 p.m., and the evening-meal time shall be from 5 p.m. to 6 p.m. No worker shall be employed for a longer period than five hours without an interval for a meal.

Wages.

2. (a.) Casual workers employed in the stores of the employers parties hereto shall be paid not less than 1s. 8d. per hour.

(b.) Permanent hands similarly employed shall be paid not less than £3 11s. 6d. per week.

(c.) The minimum rates of wages above prescribed shall, unless and until the Court shall otherwise order, be increased by the following bonuses: To casual workers, 3d. per hour; to permanent hands, 11s. per week.

Shift-workers.

3. (a.) When shifts are worked at seed-cleaning, grain cleaning and crushing, and manure-mixing outside of the hours prescribed in clause 1 hereof, eight hours shall constitute a shift, and forty-four hours a week's work, for which payment shall be made at the rate of £3 17s. 6d. per week. This clause shall apply only when a full week's shifts are worked.

(b.) Workers handling manure shall receive an additional rate of 1½d. per hour for each complete hour employed at such work.

(c.) The minimum rates above prescribed for shift-workers shall be increased by a bonus of 11s. per week unless and until the Court shall otherwise order.

(d.) Casuals shall be paid one hour's pay for any part of an hour worked.

(e.) Casuals engaged but not put on shall be paid one hour's wages.

Definition of Workers.

4. (a.) A "casual worker" shall be deemed to mean an employee who is employed by the hour, and may be put off or leave without notice.

(b.) A "permanent hand" shall be deemed to mean a weekly employee whose engagement is terminable by a week's notice on either side.

Payment of Wages.

5. Wages shall be paid weekly on Saturdays in the employer's time, except on the termination of the engagement, when all wages due shall be paid forthwith.

Overtime.

6. All time worked in excess of the hours prescribed in clause 1 hereof, or by shift-men in excess of eight hours, shall be paid for as follows: For the first three hours time and a half, and thereafter double time.

Holidays.

7. (a.) The following shall be the recognized holidays: New Year's Day, 2nd January, Good Friday, Easter Monday, the birthday of the reigning Sovereign, Labour Day, Christmas Day, Boxing Day, and Anzac Day.

(b.) Any work done on Sundays, Christmas Day, Good Friday, or Labour Day shall be paid for at double-time rates, and any work done on any other specified holiday or any holiday observed in lieu thereof shall be paid for at the rate of time and a half. The said payments shall be made in addition to the ordinary week's wages.

"Smoke-oh."

8. In stores where smoking is prohibited ten minutes "smoke-oh" outside shall be allowed in the employer's time at about midway in each working-period.

First-aid Chests.

9. First-aid medical outfits shall be provided in all stores, and shall be easily accessible to all workers employed.

Preference.

10. Preference of employment shall be given to members of the union.

Disputes.

11. Should any dispute arise during the currency of this award between the parties to this award the point or points in dispute shall be referred to a dispute committee consisting of two representatives from each side, with a chairman to be mutually agreed upon. The decision of the majority of this committee shall be final and binding on all parties.

Heavy Goods.

12. No individual worker shall carry any bagged goods exceeding 206 lb. in weight.

Scope of Award.

13. This award shall operate throughout the Provincial District of Southland.

Term of Award.

14. This award so far as relates to wages shall come into force as from the 13th day of September, 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 April, 1922.

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 November, 1920.

T. W. STRINGER, Judge.

MEMORANDUM.

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

T. W. STRINGER, Judge.