

(6308.) ADDINGTON IRON-ROLLING MILLS EMPLOYEES.—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 Amalgamated Society of Engineers' Industrial Union of Workers, including Fitters, Turners, Seagoing Engineers, Patternmakers, Millwrights, Brass-finishers (employed in Engineering and Shipbuilding Trades), Motor Mechanics, Blacksmiths (other than Farriers), Coppersmiths, Range-workers, Polishers, Grinders, Body-fitters, Strikers, Boilermakers' Assistants and Moulders' Assistants, Machinists' Furnacemen and Labourers employed in the Metal Industry, and Cycle-workers and Electrical Workers (hereinafter called "the union") and the Addington Iron-rolling 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 as hereinafter provided, and shall continue in force until the 30th day of July, 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 4th day of November, 1920.

T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. Forty-five hours shall constitute a week's work, and nine hours shall constitute a day's work.

Overtime.

2. All hours worked in excess of the hours mentioned in clause 1 hereof shall count as overtime, and shall be paid for at the rate of time and a half for the first three hours, and double time thereafter.

Wages.

3. (a.) The following shall be the minimum rates of wages per hour: Furnacemen, 2s. 6d.; rollers, 2s. 6d.; under-hand furnacemen, 1s. 9½d.; shingler and catcher, 2s.; rougher, 2s. 3d.; all other adult workers, 1s. 8d.

(b.) The minimum rates above prescribed shall be increased by a bonus of 3d. per hour unless and until the Court shall otherwise order.

(c.) In the event of more than $17\frac{1}{2}$ tons of finished iron being turned out in any one week, then such excess shall be paid for in mathematical proportion; failing $17\frac{1}{2}$ tons being turned out in any one week, then a deduction in mathematical proportion to such shortage shall be made from the rates of wages herein specified. This clause shall apply to all furnacemen, rollers, roughers, shingler and catcher, and four platemen. The provision above mentioned shall not be enforced where there is a reduction upon $17\frac{1}{2}$ tons output due to shortage of coal or materials, or for any cause beyond the control of the workers concerned.

Employment of Youths.

4. (a.) Youths may be employed at the following rates of pay: From sixteen to seventeen years of age, £1 15s. per week; from seventeen to eighteen years of age, £2 5s. per week; from eighteen to nineteen years of age, £2 15s. per week; from nineteen to twenty years of age, £3 5s. per week.

(b.) The minimum rates above prescribed shall be increased by a bonus of 2s. per week unless and until the Court shall otherwise order.

Accidents.

5. A St. John Ambulance first-aid compressed kit shall be kept in a convenient and accessible place in every works, also convenience for hot water at short notice.

Preference.

6. (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.

(c.) Whenever an employer shall employ a worker who is not a member of the union he shall within thirteen days thereafter give notice in writing of such employment to the secretary of the union.

Under-rate Workers.

7. (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.

Lockers for Workers' Clothes.

8. Proper provision shall be made for lockers for workers' clothes.

Matters not provided for

9. Matters not provided for in this award or any dispute that may arise in connection with the same shall be settled between the particular employer concerned and the secretary or president of the union, and in default of any agreement being arrived at then such matter shall be referred to the Inspector of Factories for decision. Either party if dissatisfied with such decision 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 the appeal.

Scope of Award.

10. This award shall operate throughout the Industrial District of Canterbury.

Term of Award.

11. This award so far as relates to wages shall come into force as from the 30th day of July, 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 30th day of July, 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 4th day of November, 1920.

T. W. STRINGER, Judge.

MEMORANDUM.

This award embodies the recommendations of the Conciliation Council, which the parties agreed to accept. The recommendations contained a memorandum to the effect that there was an understanding between the parties that in the event of the conditions being found unsatisfactory the union might make application for an adjustment thereof.

T. W. STRINGER, Judge.