

(6343.) WELLINGTON (TEN MILES RADIUS) PRINTING TRADES  
(FEMALES),—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 Master Printers, Lithographers, and Bookbinders' Industrial Union of Employers (hereinafter called "the employers") and the Wellington Female Printers' Assistants Industrial Union of Workers (hereinafter called "the union").

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 respec-

tively 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 2nd 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 hereto set his hand, this 16th day of December, 1920.

T. W. STRINGER, Judge.

SCHEDULE.

*Hours of Work.*

1. The hours of work shall not exceed forty-five per week, to be fixed by each employer, subject to the provisions of the Factories Act, 1908, and its amendments.

*Wages.*

2. (a.) The wages of females engaged in any branch of the printing trade shall be as follows: First six months, 17s. 6d. per week; second six months, £1 per week; second year, £1 5s. per week; third year, £1 10s. per week; fourth year, £1 15s. per week; fifth year, £2 5s. per week; thereafter, £2 10s. per week.

(b.) In addition to the rates of wages above prescribed there shall be paid a cost-of-living bonus of 6s. per week unless and until the Court shall otherwise order; this bonus to be deemed full provision for the increase in the cost of living for period ended 30th September, 1920.

(c.) Time lost by a worker through illness or her own default or through her voluntary absence from work with the consent of the employer (with the exception of holidays) may be deducted from her wages.

(d.) Provided that any worker at present in receipt of a higher rate of wages than is provided herein shall not have such wages reduced.

*Overtime.*

3. Overtime shall be at the rate of time and a half for the first three hours and double time thereafter.

*Definition of Work.*

4. All work now done by females under existing custom (particularly in the bookbinding section) shall be considered as proper work for employees within the scope of this award.

*Holidays.*

5. (a.) The following holidays shall be observed: New Year's Day, Anniversary Day, Good Friday, Easter Monday, the birthday of the reigning Sovereign, Labour Day, Christmas Day, Boxing Day.

(b.) For work done on any of these holidays double-time rates shall be paid.

*Payment for Call.*

6. (a.) When a worker has to come back after the completion of a day's work and notice has not been given her before 11 a.m. of that day, the worker shall be paid a call of 1s. 6d. Such call shall be payable if an interval of two and a half hours shall elapse between the time of leaving work and the time fixed for resuming work.

(b.) Provided that employees living more than one mile from the factory shall be paid the call in any case.

*Time Record.*

7. No objection shall be made to any employer making use of such time records or other means as shall enable him to ascertain the cost of the work done.

*One Week's Notice.*

8. Any worker employed for three consecutive months shall be entitled to one week's notice that her services are dispensed with, and any such worker leaving her employment shall likewise give one week's notice: Provided that nothing herein contained is to affect the right of an employer to dismiss without notice any worker guilty of such misconduct as would at common law justify the immediate dismissal of such worker.

*Piecework.*

9. Provided that the union and the employer are in agreement piecework may be worked, but the rate for such work must be such as to enable the worker to earn not less than 15 per cent. above the minimum rate of wages herein provided. If the union and the employer cannot arrive at an agreement as to piecework, or as to the rate thereof, such question shall be settled in the manner provided in clause 11 hereof. Provided that any time lost through stoppage of machinery or other cause not the fault of the worker shall be paid for at the prescribed rates.

*Bronzing.*

10. Workers engaged in hand bronzing shall be supplied with the necessary safeguards as prescribed in regulations issued by the Labour Department. No worker shall be required to work on hand bronzing for more than four hours on any one day.

*Settlement of Disputes.*

11. Any dispute in connection with any matter not provided for in this award shall be settled between any particular employer concerned and the secretary or president of the union, and in default of any agreement being arrived at such dispute shall be referred to the Inspector of Awards, who may decide the same or refer the matter to a disputes committee of four, two appointed by the union and two by the employer concerned, those appointed electing a chairman.

*Scope of Award.*

12. This award shall be limited in its operation to that area lying within a radius of ten miles of the Chief Post-office in the City of Wellington.

*Term of Award.*

13. This award so far as relates to wages shall come into force as from the 4th day of October, 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 2nd 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 16th day of December, 1920.

T. W. STRINGER, Judge.

## MEMORANDUM.

This award embodies the recommendations of the Conciliation Council, which the parties agreed to accept.

T. W. STRINGER, Judge.