

(6656.) OTAGO AND SOUTHLAND LIME, CEMENT, ETC.,
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 Otago and Southland Lime, Cement, Phosphate, and Marl Employees' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Brown's Lime Company (Limited), Brown's, Southland.

Dominion Lime and Phosphate Company (Limited), Gore.

Ewing Phosphate Company (Limited), Clarendon.

Milburn Lime and Cement Company (Limited), Crawford Street, Dunedin.

Ward, J. G., and Co. (Limited), 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, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, 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 November, 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 18th day of March, 1921.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Hours of Work.

1. (a.) Forty-eight hours shall constitute a week's work. Eight hours shall constitute a day's work.

(b.) Shift-work: Eight-hour shifts may be worked, the time of starting to be arranged between the manager and the check inspector.

(c.) In lime-quarries or marl-pits where shifts are worked thirty minutes "crib-time" shall be allowed.

Overtime.

2. All time worked in excess of eight hours in any one day or any shift shall be deemed to be overtime, and shall be paid for at the rate of time and a half for the first three hours, and double time thereafter.

Holidays.

3. Christmas Day, Boxing Day, New Year's Day, Good Friday, Labour Day, and Easter Monday shall be recognized holidays.

Workers required to work on any of the above-mentioned holidays shall be paid double-time rates.

	<i>Wages.</i>	<i>Per Hour.</i>	
		s.	d.
4. (a.) Drillman with explosive permit	...	1	9
Drill assistant with explosive permit	...	1	8
Oil- and gas-engine men	...	1	7½
Feeders to crushers and mills	...	1	7½
Feeder to burnt-lime mill	...	1	7½
Burners and drawers (coal-kilns)	...	1	8
Burners and drawers (gas-fire kilns)	...	1	7½
General hands : Quarry labourers, baggers, barrowmen, truckers, shedmen, &c.	...	1	7

(b.) In addition to the above wages prescribed there shall be paid to such workers a bonus of 3d. per hour unless and until the Court shall otherwise order.

Preference.

5. (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.

Under-rate Workers.

6. (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.

Sunday Work.

7. Sunday work shall be optional. Any work done on Sundays shall be paid for at the rate of 3s. per hour.

Sanitary Conveniences.

8. Proper sanitary conveniences shall be provided at all lime, phosphate, and marl workings throughout Otago and Southland Industrial District, and it shall be the duty of the check inspector to assist the works-manager in seeing that employees using such sanitary conveniences do so in a proper and careful manner.

Check Inspector and Committee.

9. The union shall see that a check inspector and a committee of two are elected and appointed at each of the lime, phosphate, and marl workings in the said industrial district. Such check inspector and committee while so officiating must be in the employ of a party to the award. The duties of the committee shall be to assist the manager of the works to adjust any grievances or disputes that may arise.

Any grievance or dispute that cannot be so settled shall be referred to a committee consisting of an executive officer of the union, the manager or officer of the company, and the Inspector of Factories in either Dunedin or Invercargill.

Scope of Award.

10. This award shall operate throughout the Otago and Southland Industrial District.

Term of Award.

11. This award so far as relates to wages shall be deemed to have come into force on the 1st day of November, 1920, and as to all other provisions as from the date hereof; and this award shall continue in force until the 1st day of November, 1921.

In witness whereof the seal of the Court of Arbitration hath been hereto affixed, and the Judge of the said Court hath hereto set his hand, this 18th day of March, 1921.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

This award embodies the recommendations of the Conciliation Commissioner, which the parties agreed to accept. The bonus, by agreement, includes all bonuses up to and including that of November, 1920. Engine-drivers have been excluded from the operation of the award.

[L.S.]

F. V. FRAZER, Judge.
