

(6679.) CHRISTCHURCH BRUSH AND BROOM 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 Christchurch Brush and Broom Trade Industrial Union of Workers (hereinafter called “the union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

Bunting and Co. (Limited), 57 Manchester Street, Christchurch.

Shaw Bros., Bath Street, 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 25th day of November, 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 6th day of April, 1921.

[L.S.]

F. V. FRAZER, Judge.

## SCHEDULE.

*Hours of Work*

1. The hours of work shall be forty-four per week. Eight hours shall be worked on five days of the week, from 8 a.m. to 5 p.m., with one hour off for luncheon; and four hours on Saturday, from 8 a.m. until noon.

*Overtime.*

2. Overtime for work done before the ordinary hour for commencing work or after the ordinary hour for ceasing work shall be paid on basic wage as follows: Time and a half for the first three hours, and thereafter double time until the ordinary time for commencing work next day if worked continuously.

*Holidays.*

3. Work done on Sundays, Christmas Day, Good Friday, and Labour Day shall be paid for at double-time rates. Work done on Boxing Day, New Year's Day, Easter Monday, and the birthday of the reigning Sovereign shall be paid for at time-and-a-half rates. In the case of weekly hands these rates shall be in addition to the weekly wage.

		<i>Wages.</i>		Per Hour.	
				s.	d.
4. (a.)	Paint-brush maker (male) ...	...	...	2	0
	Hair and bristle mixed (male) ...	...	...	2	0
	First shaper hand ...	...	...	2	0
	Wood-turner ...	...	...	1	10
	Borer ...	...	...	1	10
	Pan hand ...	...	...	1	10
	Brush-finisher ...	...	...	1	10
	Sawyer ...	...	...	1	9
	Second shaper hand ...	...	...	1	8
	Corn-broom maker ...	...	...	1	8
	Horse-hair drafter and curler ...	...	...	1	8
	All other adult male workers ...	...	...	1	7

(b.) In addition to the wages above prescribed there shall be paid to such workers a bonus of 3 $\frac{1}{2}$ d. per hour unless and until the Court shall otherwise order.

(c.) *Junior Male Workers.*—Junior male workers shall be paid wages as follows: First six months, 15s. per week; second six months, 18s. per week; third six months, £1 1s. per week; fourth six months, £1 4s. per week; fifth six months, £1 7s. per week; sixth six months, £1 11s. per week; seventh six months, £1 15s. per week; eighth six months, £2 per week; ninth six months, 1s. per hour; tenth six months, 1s. 2d. per hour.

(d.) *Female Workers.*—Female workers shall be paid as follows: First six months, 15s. per week; second six months, 18s. per week; third six months, £1 1s. per week; fourth six months, £1 4s. per week; fifth six months, £1 7s. per week; sixth six months, £1 11s. per week; seventh six months, £1 15s. per week; eighth six months, £2 per week; and thereafter, £2 5s. per week.

(e.) In addition to the wages prescribed in subclauses (c) and (d) of clause 4 hereof there shall be paid, unless and until the Court shall otherwise order, the following bonuses, viz.: To junior male workers on weekly wages, a bonus of 3s. per week; to junior male workers on hourly wages, a bonus of 2½d. per hour; to female workers over twenty-one years of age, a bonus of 3s. 6d. per week; and to female workers under the age of twenty-one years, a bonus of 3s. per week.

#### *Piecework.*

5. Pan-work may be done by piecework or on the premium-bonus system, but in either case at such rates as shall secure to a competent worker at least 10 per cent. more than the minimum rate provided by this award, plus any hourly or weekly bonus.

#### *Deductions from Wages.*

6. Any time lost through the stoppage of the machinery shall be paid for, provided that any such time does not exceed one hour; otherwise the wages and bonus specified shall be payable only for time worked; but nothing herein contained shall be deemed to restrict in any way the provisions of the Factories Act, 1908, and its amendments, in regard to holidays to such workers as come within the provisions of that Act.

#### *Certificate of Service.*

7. The employer shall furnish all workers with a certificate upon the termination of service from any cause showing the time served.

#### *Payment of Wages.*

8. Wages, including overtime, shall be paid weekly on Thursday in the employer's time.

#### *Under-rate Workers.*

9. (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.

#### *Preference.*

10. (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 fourteen 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.

#### *Matters not provided for.*

11. Any dispute in connection with any matter not provided for in this award 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 dispute shall be re-

ferred to the local Inspector of Awards, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Inspector of Awards, 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 to appeal.

*Scope of Award.*

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

*Term of Award.*

13. This award in so far as relates to wages shall come into force on the 25th day of November, 1920, and so far as all the other provisions are concerned it shall come into force on the date hereof; and shall continue in force until the 25th day of November, 1922.

In witness whereof the seal of the Court of Arbitration of New Zealand hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 6th day of April, 1921.

[L.S.]

F. V. FRAZER, Judge.

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MEMORANDUM.

This award embodies the recommendations of the Conciliation Council, which the parties agreed to accept. The November, 1920, bonus has been provided for in the bonus clauses.

[L.S.]

F. V. FRAZER, Judge.

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