

(6698.) CHRISTCHURCH (FIVE-MILES RADIUS) WHOLESALE
MERCHANTS (DRUGGISTS' SECTION) 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 Christchurch Wholesale Merchants' Employees' (Druggists' Section) Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers"):

Baxter, A. W., Colombo Street, Christchurch.

Fairbairn, Wright, and Co., Lichfield Street, Christchurch.

Kempthorne, Prosser, and Co. (New Zealand Drug Company Limited), Christchurch.

Stevens, H. F., 103 Worcester Street, Christchurch.

Wilton, G. W., and Co., Manchester 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 1st day of March, 1923, 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. (*a.*) The hours of work shall be not more than forty-four hours per week, and shall be worked between the hours of 8 a.m. and 5 p.m. on five days of the week, and 8 a.m. and 12 noon on Saturdays.

(*b.*) All work done outside of or in excess of the hours above mentioned 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 thereafter double time.

Interpretation.

2. Workers employed in any capacity in connection with the reception, display, sale, or delivery of goods, or orders for goods, shall be classed as warehousemen, and this award shall also apply to workers manufacturing medicinal preparations.

Wages.

3. (a.) Workers sixteen years of age and under entering the trade without previous experience shall be paid not less than the rates of wages set out in the following scale, viz. : During the first year of service, £1 per week; during the second year of service, £1 7s. 6d. per week; during the third year of service, £1 15s. per week; during the fourth year of service, £2 7s. 6d. per week; during the fifth year of service, £3 per week; and thereafter, £3 17s. per week.

(b.) A worker entering the trade without previous experience from the age of seventeen to eighteen years shall be treated as having entered upon his second year of service, and shall be paid in accordance with the said scale.

(c.) A worker entering the trade without previous experience from the age of eighteen to nineteen years shall be treated as having entered upon his third year of service, and shall be paid in accordance with the said scale.

(d.) A worker entering the trade without previous experience from the age of nineteen years and over shall be treated as having entered upon his fourth year of service, and shall be paid in accordance with the said scale.

(e.) The minimum rates above prescribed shall, unless and until the Court shall otherwise order, be increased by the following bonuses: To all workers in their first, second, third, fourth, and fifth years of service, 6s. per week; and after their fifth year of service, 13s. per week.

Temporary or Casual Hands.

4. Casual hands employed upon the same work as warehousemen shall be paid $33\frac{1}{3}$ per cent. additional to the above rates. A casual is one employed for less than four weeks.

Proportion.

5. Each firm or employer shall be entitled to employ one junior, and thereafter the proportion of juniors to senior workers shall not exceed one to two or fraction of two.

Deductions.

6. The employment shall be deemed to be a weekly employment. Deductions may be made from the weekly wages for time lost through the worker's sickness or default, or his voluntary absence from work with the consent of the employer.

Notice.

7. Not less than seven days' notice shall be given by either party of the termination of the employment.

Half-holiday.

8. No work shall be done after noon on Saturday, except at overtime rates.

Payment of Wages.

9. Wages shall be paid weekly and in cash, in the employer's time, on any day of the week except Saturday.

Holidays.

10. (a.) The following shall be observed as full holidays: From 25th day of December to 3rd day of January (both days inclusive), and from Good Friday to the Tuesday following Easter Monday (both days inclusive), Anniversary Day, the birthday of the reigning Sovereign, and Anzac Day.

(b.) Any work done on Sundays, Christmas Day, and Good Friday shall be paid for at the rate of double time, and any work done on any other specified holiday shall be paid for at the rate of time and a half; the said payment to be in addition to the ordinary weekly wage.

Meals.

11. One hour shall be allowed for meals.

Notice of Overtime.

12. Twenty-four hours' notice shall be given an employee who is required to work overtime, and 1s. 6d. tea-money shall be paid in addition to overtime. A shorter notice may be given by mutual arrangement when 2s. 6d. tea-money shall be paid.

Reference.

13. Each employee on leaving or being discharged from his employment shall be given, on request, within twenty-four hours thereafter, a reference in writing stating the position held and length of service. Original references shall be the property of the employees, and shall be returned on request within forty-eight hours after engagement.

Under-rate Workers.

14. (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.

15. (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.

Scope of Award.

16. This award shall operate within a radius of five miles from the Chief Post-office, Christchurch.

Term of Award.

17. This award so far as relates to wages shall come into force on the 1st day of March, 1921, and so far as all the other provisions of this award are concerned it shall come into force on the date hereof; and shall continue in force until the 1st day of March, 1923.

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

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

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

[L.S.]

F. V. FRAZER, Judge.
