

(6765.) SOUTH CANTERBURY WOOL, GRAIN, AND MANURE STORES
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 Canterbury Builders and General Labourers, Quarry-workers, and Wool and Grain Store Employees' (South Canterbury Wool and Grain Employees' Section) Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers"):

Allchurch and Co., Timaru.

Angland, W., and Co., Timaru.

Batchelor, F., St. Andrew's.

British Imperial Oil Company, Timaru.

Canterbury Farmers' Co-operative Association (Limited),
Timaru.

Crawford and Co., Timaru.

Dalgety and Co. (Limited), Timaru.

Duncan, W., Willowbridge.
 Gapper and Sheen (Limited), Temuka.
 Logan and Son, Timaru.
 Meehan and Sons (Limited), Timaru.
 Mill, John, and Co., Timaru.
 Moody, Annand, and Co., Timaru.
 Morton and Pearson, Timaru.
 National Mortgage and Agency Company (Limited), Timaru.
 New Zealand Loan and Mercantile Agency Company (Limited), Timaru.
 Pyne, Gould, and Guinness (Limited), Timaru.
 Shaw, Savill, and Albion Company (Limited), Timaru.
 South Canterbury Farmers' Agency, Temuka.
 Turnbull, P. C., and Co., Timaru.
 Vacuum Oil Company, Timaru.

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 February, 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 6th day of April, 1921.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Hours of Work.

1. The recognized hours of work shall be from 8 a.m. to 12 noon and from 1 p.m. to 5 p.m. on five days of the week, and from 8 a.m. to 12 noon on either Thursday or Saturday, whichever day is observed as the half-holiday respectively. No labourer shall be employed more than five hours without a meal. All time worked in the recognized meal-hours shall be paid for at double-time rates.

Wages

2. (a.) The minimum rate of wages payable to casual workers shall be at the rate of 1s. 8d. per hour.

(b.) In addition to the minimum wage above prescribed there shall be paid to such workers a bonus of $5\frac{1}{4}$ d. per hour unless and until the Court shall otherwise order.

(c.) The bonus shall be subject to adjustment on the 1st day of May and the 1st day of November in each year, the adjustment to be based on the Government Statistician's half-yearly figures of the 30th day of March and the 30th day of September respectively, irrespective of any rise or fall between the date the figures are taken and the time of publication, or date of meeting of representatives of employers and employees.

(d.) Casual workers employed in handling manure in bulk, or mixing or bagging manure, or handling case oil shall be paid an extra rate of 3d. per hour.

(e.) Casual workers employed at handling manure in bags shall be paid an extra $1\frac{1}{2}$ d. per hour when employed for not less than one hour.

Payment of Wages.

3. Wages shall be paid weekly and in cash, and when not paid in the employer's time all time exceeding fifteen minutes shall be paid for at ordinary rates.

Overtime.

4. All time worked above the hours prescribed in clause 1 shall be paid at the following rates: Time and a half for the first three hours; all time over three hours to be paid at double-time rates.

Holidays.

5. Double-time rates shall be paid for the following holidays: New Year's Day, Easter Saturday, Easter Monday, Labour Day, the birthday of the reigning Sovereign, Boxing Day, Sundays, Christmas Day, and Good Friday.

Representatives for Sheds.

6. The union agrees to appoint a representative in each shed whose duty it will be to see that the terms and conditions of this award are adhered to by both parties. When any employer requires

to engage men he shall give the representative reasonable notice as to the number of men required, and it shall be the duty of the representative to endeavour to obtain the necessary men.

Preference.

7. If and so long as the rules of the union permit any person of good character and sober habits and a competent worker to become a member of the union upon payment of an entrance fee not exceeding 5s., upon his application, without ballot or other election, and so to continue upon paying subscriptions not exceeding 6d. per week, each employer shall employ members of the union in preference to non-members, provided there are members immediately available who are equally qualified and willing to perform the particular work.

Exemptions.

8. This award shall not apply to head storemen, or to second storemen, or to men employed on regular wages throughout the year.

Ventilation of Manure-sheds.

9. The firms whose present mixing sheds or floors are not any too well ventilated shall as soon as possible carry out alterations and improvements to accomplish this.

Under-rate Workers.

10. (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.

Scope of Award.

11. This award shall operate throughout that part of the Canterbury Industrial District south of the Rangitata River.

Term of Award.

12. This award so far as relates to wages shall be deemed to have come into force on the 1st day of February, 1921, 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 1st day of February, 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.

MEMORANDUM.

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

[L.S.]

F. V. FRAZER, Judge.
