

**(6850.) WELLINGTON CITY COUNCIL DAIRY EMPLOYEES.—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 Dairy Employees' Industrial Union of Workers (hereinafter called "the union") and the Mayor, Councillors, and Citizens of the City of Wellington, a Corporation duly incorporated under the Municipal Corporations Act, 1908 (hereinafter called "the employer").

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 from the 13th day of June, 1921, and shall continue in force until the 31st day of July, 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 2nd day of June, 1921.

[L.S.]

F. V. FRAZER, Judge.

#### SCHEDULE.

##### *Hours of Work.*

1. The hours of work shall not exceed forty-eight per week of six days. An interval of twenty minutes for refreshments to be allowed between the first four and five hours' work: Provided that from the 1st day of September to the 30th day of April (inclusive) the weekly hours of work shall be forty-four.

(a.) When only one shift per day is being worked the hours of work shall be between 8.30 a.m. and 6.30 p.m.

(b.) If during the summer-time it is found necessary that two shifts shall be worked the hours shall be between 10 a.m. and 3 p.m. and 10 p.m. and 3 a.m., and the employees shall work portion of the eight hours on one shift and portion on the other. Subject to

the direction of the assistant general manager, whose decision shall be final, employees may agree among themselves as to the working of the shifts.

(c.) The hours mentioned in subsections (a) and (b) shall not apply to the floormen, chambermen, motor-drivers, and motor-assistants, whose hours of work shall apply as from the hour of commencing their duties.

#### *Wages.*

2. The following scale of wages shall be paid:—

(a.) Fillers, can-washers, chambermen, tippers, can-checkers, and lorry-driver assistants to be classed as "general workers," the minimum wage for which shall be £3 15s. per week, with 1 quart of milk per day.

(b.) Floormen and assistants to be classed together; minimum wage, £4 per week, and in addition 1 quart of milk per day.

(c.) In addition to the minimum rates of wages above prescribed there shall be paid a bonus of 10s. per week unless and until the Court shall otherwise order.

(d.) Lorry-drivers shall be paid not less than the minimum rates of wages prescribed by the Drivers' award for the time being in force, and shall receive 1 quart of milk per day.

#### *Overtime.*

3. All time worked over eight hours per day shall be paid time and a half for the first three hours, and after that double time. The minimum overtime to be quarter of an hour.

#### *Terms of Engagement.*

4. No deduction shall be made from the wages except for time lost through the default of the worker or his sickness. One week's notice in writing for the termination of engagement shall be given on either side.

#### *Casual Labour.*

5. Casual labour may be employed at the rate of 1s. 11d. per hour. The duration of employment of such casual labour shall not exceed one week.

#### *Holidays.*

6. Every worker shall be allowed fourteen days' holiday per annum on full pay on completion of twelve months' service, and a holiday of proportionate duration shall be allowed to every worker who has worked not less than two months in case of his leaving the employment of the milk department.

The following holidays—Christmas Day, New Year's Day, Boxing Day, Good Friday, Easter Monday, Labour Day, the birthday of the reigning Sovereign, Anniversary Day, and all holidays declared by the Council for Council's employees that apply to general workers—to apply to general workers of the milk department, who, if required to work, are to be paid for at time-and-a-half rates.

*Payment of Wages.*

7. All wages, including overtime, shall be paid weekly.

*Conditions.*

8. Two pairs of gum boots and two aprons per annum to be supplied to can-washers only. A dressing-room, tea-making conveniences, and lockers shall be provided as soon as construction of milk-depot will permit. In case of temporary or relieving can-washers a supply of gum boots and aprons shall be available for their use, apart from those issued to workers permanently employed as can-washers.

*Sunday Work.*

9. Employees to work on any six of the seven days of the week without extra pay above ordinary rates. If required to work on seven days of the week employees shall be paid time and a half for the extra day worked during such week.

*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 six 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.

*Term of Award.*

11. This award shall come into force on the 13th day of June, 1921, and shall continue in force until the 31st day of July, 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 2nd day of June, 1921.

[L.S.]

F. V. FRAZER, Judge.

## MEMORANDUM.

No recommendations were filed in this dispute.

[L.S.]

F. V. FRAZER, Judge.