

(7416.) OHINEMURI ENGINEERS.—AWARD.

In the Court of Arbitration of New Zealand, Northern 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 Waihi Gold-mining Company (Limited), Auckland and Waihi, the Waihi Grand Junction Gold Company (Limited), and the Rising Sun Gold-mining Company (Limited), (hereinafter called “the employers”), and the Ohinemuri Branch of the Amalgamated Engineering Union (including Electricians and Motor Mechanics) Industrial Union of Workers (hereinafter called “the union”).

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 a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect from the 8th day of January, 1923, and shall continue in force until the 31st day of December, 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 affixed, and the Judge of the Court hath hereunto set his hand, this 20th day of December, 1922.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Hours of Work.

1. Forty-four hours shall constitute a week's work, and shall be worked between the hours of 7.30 a.m. and 5 p.m. on five days of the week, with not less than half an hour for dinner, and on Saturday between 7.30 a.m. and 12 noon. If a worker is called out to start work before the usual starting-time he shall receive 2s. extra, provided he works only the ordinary number of shift hours.

Overtime and Holidays.

2. (*a*) Overtime shall be paid for at the rate of time and a half for the first four hours, and thereafter double time. All work done on Sundays, New Year's Day, Good Friday, Anzac Day, Easter Monday, the Sovereign's Birthday, Labour Day, Christmas Day, and Boxing Day shall be paid double time.

(*b*) If a worker has been engaged all day and all night, and is required to continue working on into the next day, double-time rates shall be paid for all such time worked after the ordinary hour of commencing work on the second day.

Dirt-money.

3. All journeymen working at repair work at or through boiler-flues, inside boilers, inside tube mills, inside smoke-boxes, inside

economizers, or underground shall receive 1s. 6d. per day extra. Journeymen working underneath disintegrators and at agitator footsteps in the Waihi Grand Junction Gold Company shall receive 1s. 6d. per day extra. Youths working under the above conditions shall receive 6d. per day extra until their fourth year, and during the fourth and fifth year shall receive 1s. 6d. per day extra.

Minimum Wages for Competent Tradesmen.

4. (a.) The wages of a competent tradesman who can produce documentary evidence from his employer or employers that he has served a five-years apprenticeship to his branch of the trade shall be paid 2s. 1 $\frac{3}{4}$ d. per hour.

(b.) The wages of a competent tradesman who has served five years continuously with any company party to this award shall be 2s. 1 $\frac{3}{4}$ d. per hour.

(c.) The wages of all other tradesmen who are not provided for in subclauses (a) and (b) hereof shall be 2s. 0 $\frac{1}{4}$ d. per hour.

(d.) In the event of any difference of opinion arising as to whether a worker is entitled to the pay as mentioned in this clause a committee consisting of the secretary of the union, a representative of the company concerned, and the Mining Inspector shall be set up to investigate the matter.

Branches of Trade included.

5. The classes of men to which clauses 4 (a) and (b) and (c) hereof relate shall be fitters, patternmakers, turners, milling, planing, drilling, slotting machinists, general blacksmiths, and electrical fitters.

Youths.

6. (a.) Wages of youths per day: For youth's first year's service in fitting-shop, 4s. 3d. per day; for youth's second year's service in fitting-shop, 5s. 3d. per day; for youth's third year's service in fitting-shop, 6s. 3d. per day; for youth's fourth year's service in fitting-shop, 7s. 3d. per day; for youth's fifth year's service in fitting-shop, 8s. 3d. per day.

(b.) Certificates covering length of service shall be given to youths when leaving their employers, and on the termination of five years' service if required.

(c.) All youths after five years' service shall receive journeymen's wages.

Country Work.

7. For country work the employer shall pay the fare of the worker both ways, and a proper allowance at current rates shall be made to the worker for necessary meals. When the worker is employed at such a distance that he is unable to return at night suitable board and lodging shall be provided at the employer's expense. Travelling-time shall be paid for at ordinary rates, but not to a greater amount than eight hours in a day.

Night Shifts.

8. Two shillings per shift extra shall be paid for night shifts. A "night shift" shall be considered as any shift worked outside the ordinary hours of day work. This does not apply to men whose regular work is on afternoon or night shift.

General Clauses.

9. (a.) Any worker called out after ordinary hours to go to work shall be paid from the time he leaves home, such time not to exceed half an hour.

(b.) Whenever a worker is employed in hot places underground above 83 degrees wet bulb, six hours shall be deemed to be a shift.

Wet Places.

10. Whenever a worker is employed in wet places underground six hours shall be deemed to be a shift, and shall be paid for as if the worker had worked eight hours.

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 of the union, and in default of any agreement being arrived at then such disputes shall be referred to the local Conciliation Commissioner, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, 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.

Preference.

12. (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 9d. per week.

Scope of Award.

13. This award shall apply only to the companies party hereto.

Term of Award.

14. This award shall come into force on the 8th day of January, 1923, and shall continue in force until the 31st day of December, 1923.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the said Court hath hereunto set his hand, this 20th day of December, 1922.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

The Court has settled the clauses in dispute on the lines of recent awards made in the Engineering trade. As this award deals with tradesmen, we do not think that the wages paid should be lower than those awarded in other parts of the district. The rates of wages are, of course, subject to any future adjustment to be made under the provisions of the Industrial Conciliation and Arbitration Amendment Act, 1921-22.

[L.S.]

F. V. FRAZER, Judge.

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