

(7242.) NORTHERN, TARANAKI, WELLINGTON, MARLBOROUGH, NELSON, CANTERBURY, AND OTAGO AND SOUTHLAND INDUSTRIAL DISTRICTS FREEZING-WORKS AND RELATED TRADES EMPLOYEES.—ORDER AMENDING AWARDS AND EXCLUDING FROM OPERATION OF GENERAL ORDER OF 10TH MAY, 1922.

In the Court of Arbitration of New Zealand, Northern, Taranaki, Wellington, Marlborough, Nelson, Canterbury, and Otago and Southland Industrial Districts.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of the Northern, Taranaki, Wellington, Marlborough, Nelson, Canterbury, and Otago and Southland Industrial Districts Freezing-works and Related Trades Employees' awards dated the 26th November, 1921; and in the matter of applications by employers parties to the said awards for exclusion from the Court's general order of the 10th May, 1922.

Thursday, the 6th day of July, 1922.

UPON reading the applications of the employers parties to the said awards filed herein, and upon hearing the duly appointed representatives of the said employers (there being no appearance by or on behalf of the unions), and being satisfied that it is just and equitable to amend the said awards in manner hereinafter appearing, this Court, in pursuance and exercise of the powers conferred on it by section 9 of the Industrial Conciliation and Arbitration Amendment Act, 1921-22 (No. 2), and of every other power in that behalf thereunto enabling it, doth hereby order as follows:—

1. That the general order made under the said Act on the 10th day of May, 1922, shall not apply to the said awards.

2. That clause 17 of each of the said awards shall be deleted, and the following clause substituted therefor:—

“17. *Bonus*.—In addition to the minimum rates prescribed in clauses 2 to 15 hereof (inclusive) there shall be paid, unless and until the Court shall otherwise order, the following bonuses—namely, To timeworkers, a bonus of 10 per centum on the above rates; and to pieceworkers, a bonus of $7\frac{1}{2}$ per centum on the above rates: Provided that such bonuses shall not be paid to those workers covered by clause 13 who receive the rates and bonuses (if any) provided in and by other awards or industrial agreements.”

3. That this order shall operate and take effect as from the 10th day of July, 1922.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

The Court, when making the awards, carried forward the then existing system of percentage bonuses. We would have made a similar provision for reduction of bonuses if we had had sufficient information before us at the time the general order of the 10th May, 1922, was made. We recognize that the combination of a percentage addi-

tion with a flat-rate deduction on a time-basis tends to confusion and errors in calculation, which are troublesome to employers and workers alike, and we have now satisfied ourselves that it is possible to make a fair adjustment of the deduction on a percentage basis. In the case of pieceworkers, the $12\frac{1}{2}$ -per-centum bonus has been reduced to $7\frac{1}{2}$ per centum, which represents a reduction of 4·4 per centum of the total earnings, and will average 5s. per week over the season. In the case of timeworkers, the 15-per-centum bonus has been reduced to 10 per centum, which represents a reduction of 4·3 per centum of the total earnings, and will average slightly over 4s. per week, or 1d. per hour. The 10 per centum should actually be 9 per centum, but the employers were willing to concede a slightly higher rate of pay for the current period, in order to have the percentage fixed at a rate that would render the calculation of wages a simple matter. This order places the workers in the same position in regard to wages and bonus as in the early part of 1920, when the cost of living was somewhat higher than it is now.

[L.S.]

F. V. FRAZER, Judge.