

(7576.) CANTERBURY CLERKS, CASHIERS, AND OFFICE EMPLOYEES  
(IMPLEMENT-MANUFACTURERS).—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 Clerks, Cashiers, and Office Employees' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Booth, Macdonald, and Co. (Limited), Christchurch.

Cooper and Duncan (Limited), Christchurch.

P. and D. Duncan (Limited), Christchurch.

International Harvester Company of New Zealand, Cashel Street, Christchurch.

Massey, Harris (Limited), Cashel Street, Christchurch.

Reid and Gray (Limited), Moorhouse Avenue, Christchurch.

Cyclone Fence and Gate Company, 78 Montreal 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, 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 as hereinafter provided, and shall continue in force until the 31st day

of July, 1925, 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 30th day of August, 1923.

[L.S.]

F. V. FRAZER, Judge.

#### SCHEDULE.

##### *Classes of Workers.*

1. This award shall apply to workers employed principally in writing, typing, or any form of clerical work in the office in which they are engaged. It shall not apply to persons who are substantially employed as messengers, or to persons who are in receipt of £300 per annum or over.

##### *Hours of Work and Overtime.*

2. Any time worked beyond forty-eight hours in any one week, or nine hours on five days of the week and four hours on one day, shall be paid for at the rate of time and a half; but in no case shall the rate be less than 1s. per hour.

##### *Wages.*

3. (a.) The minimum rates of pay shall be as follows:—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
First year .. .. .	1	1	0	1	1	0
Second year .. .. .	1	7	0	1	7	0
Third year .. .. .	1	12	0	1	12	0
Fourth year .. .. .	2	2	0	1	17	0
Fifth year .. .. .	2	15	0	2	2	6
Thereafter .. .. .	4	2	6	2	10	0

(b.) Male workers of the age of twenty-five years with not less than five years' experience shall receive £4 10s. per week.

(c.) Holders of a Matriculation or Senior Civil Service pass shall receive 5s. per week in addition to the above rates. Holders of a pass certificate in commercial accountancy shall receive 5s. per week in addition to the above rates.

(d.) Workers over nineteen years of age entering an office without previous experience shall be treated as if commencing the third year, and shall thereafter be paid according to the above scale.

(e.) Assistants now receiving a higher rate of wages than the minimum herein prescribed shall not have their wages reduced unless by pronouncement of the Court in regard to the cost of living.

*Weekly Employment.*

4. (a.) The employment shall be deemed to be a weekly employment, and no deduction shall be made from the weekly wages except through default or sickness of the worker.

(b.) Not less than seven days' notice shall be given by either party of the termination of employment, except in the case of casual hands, but nothing in this clause shall prevent any employer from summarily dismissing any worker for wilful misconduct.

*Casual Workers.*

5. (a.) Casual workers may be employed at not less than 25 per cent. over the above rates, but by the hour.

(b.) A "casual worker" shall be deemed to mean one who is not employed continuously for more than two weeks.

*Holidays.*

6. (a.) The following shall be observed as full holidays: New Year's Day and the day following, Good Friday, Easter Saturday, Easter Monday, Labour Day, Sovereign's Birthday, Christmas Day, and Boxing Day.

(b.) Should any of the above holidays fall on a Sunday, then, for the purposes of this award, such holiday shall be observed on the following Monday.

(c.) Workers required to work on such holidays shall be paid at double-time rates for Christmas Day or Good Friday and Sundays and time-and-a-half rates for other holidays.

(d.) One holiday of one week on full pay shall be granted to each worker covered by this award on completion of each year of service, and at a time to be mutually arranged between the employer and the worker.

(e.) A worker who has completed nine months' service, and being discharged before completing the current year of service, shall be granted pay in lieu of the holidays mentioned in the preceding sub-clause in proportion to his length of service.

*Tea-money.*

7. (a.) Where possible, twenty-four hours' notice shall be given to any employee who shall be required to work overtime, and those working overtime shall be allowed 1s. tea-money.

(b.) Under exceptional circumstances a shorter notice may be given by mutual arrangement between the worker and the employer concerned, and in such case 1s. 6d. tea-money shall be allowed.

*Preference.*

8. (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 fourteen 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 1s. per week.

*Under-rate Workers.*

9. (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.*

10. This award shall operate throughout the Canterbury Industrial District.

*Term of Award.*

11. This award, in so far as it relates to wages, shall be deemed to have come into force on the 1st day of August, 1923, and so far as all the other conditions of this award are concerned it shall come into force on the date hereof; and this award shall continue in force until the 31st day of July, 1925.

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 30th day of August, 1923.

[L.S.]

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F. V. FRAZER, Judge.

## MEMORANDUM.

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

[L.S.]

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F. V. FRAZER, Judge.