

## CANTERBURY INDUSTRIAL DISTRICT.

### (7729.) CANTERBURY QUARRY WORKERS.—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' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Christchurch Tramway Board, Christchurch.

Fletcher Bros. Constructional Company, Mount Somers.

Garland, J. E., Hills Road, Hillsborough.

Glenmore Brick and Tile Manufacturing Company (Limited),  
Hillsborough.

Halswell Quarries (Limited), Halswell.

Hoon Hay Quarry Company (Limited), Halswell.

Lyttelton Harbour Board, Lyttelton.

Mount Grey Lime Company, White Rock, Rangiora.

Mount Somers Lime and Stone Company (Limited), Crawford  
Street, Dunedin.

Queree Bros., Opawa.

Redcliffs Redstone Quarry Company, 323 Ferry Road, Christ-  
church.

Smart and Sons, Hornby.

Sumner Borough Council, Sumner.

Taylor, C. E., Bowenvale, Cashmere.

Vincent, A., Waimataitai, 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, 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 3rd day of March, 1924, and shall continue in force until the 3rd day of March, 1926, 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 February, 1924.

[L.S.]

F. V. FRAZER, Judge.

#### SCHEDULE.

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

1. A week's work shall not exceed forty-eight hours. Hours of work to be between 7.30 a.m. and 5 p.m. on five days of the week, and between 7.30 a.m. and 12 noon on Saturdays. All time worked outside the above hours shall be paid for at the rate of time and a half for the first three hours and double time afterwards.

##### *Wages.*

2. The following shall be the minimum rates of wages for workers engaged in quarry-work :—

(a.) Workers employed squaring stone, getting out pitchers, building-stone, kerb-stone, and paving-stone ready for masons shall be paid 1s. 11d. per hour.

(b.) Certificated men using explosives, and men barring down after a shot, where quarry-face is 20 ft. or more in height, 1s. 10½d. per hour.

(c.) Men using explosives where quarry-face is less than 20 ft. in height, 1s. 10d. per hour.

(d.) All other workers, 1s. 9d. per hour.

#### *Employment of Youths.*

3. (a.) Youths may be employed at not less than the following rates of pay, viz.: From seventeen to eighteen years of age, 1s. per hour; from eighteen to nineteen years of age, 1s. 1½d. per hour; from nineteen to twenty years of age, 1s. 3d. per hour.

(b.) The proportion of youths shall be one to every five men fully employed, or two to every ten men fully employed.

(c.) Youths under the age of twenty-one years shall not do any shot-firing.

#### *Payment of Wages.*

4. Wages shall be paid weekly or fortnightly and in money, and when not paid in the employer's time all time exceeding fifteen minutes shall be paid for at overtime rates: Provided that where the quarry is situated within ten miles of a bank payment of wages shall be made weekly.

#### *Holidays.*

5. (a.) The following shall be the recognized holidays: New Year's Day, Good Friday, Easter Monday, Labour Day, Show Day, Christmas Day, and Boxing Day.

(b.) Work done on any of the above holidays, or on Sundays, shall be paid for at the rate of double time.

#### *Tools.*

6. All tools shall be supplied by the employers.

#### *Accommodation and Sanitation.*

7. Each employer shall provide sufficient accommodation to enable workers to change their clothes and to take their meals, and he shall also provide sanitary accommodation for workers on the job.

#### *Accident.*

8. A modern first-aid emergency case, fully equipped, shall be kept by the employer in a convenient and accessible place.

#### *Respirators.*

9. All men feeding crushers or attending to crushing plant shall be provided with respirators.

*Partial Exemption.*

10. This award shall not be binding on the Mount Somers Lime and Stone Company (Limited) and the Mount Grey Lime Company, White Rock, Rangiora, except in respect of the workers employed in the quarries.

*Under-rate Workers.*

11. (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.

*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 6d. per week.

*Scope of Award.*

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

*Term of Award.*

14. This award shall come into force on the 3rd day of March, 1924, and shall continue in force until the 3rd day of March, 1926.

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 20th day of February, 1924.

[L.S.]

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F. V. FRAZER, Judge.

MEMORANDUM.

The Court has settled the clauses relating to wages, payment of wages, and accommodation. Mr. Hunter dissents from the award of the majority of the Court in so far as it relates to wages. He is of the opinion that the increased rates provided are not yet sufficiently high for the work.

[L.S.]

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F. V. FRAZER, Judge.