

**(7925.) CANTERBURY ROPE, TWINE, AND FLOCK MAKERS.—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 Rope, Twine, and Flock Makers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Andrews Twine Company (Limited), Waikuku.

Maddren Bros. (Limited), Ropemakers, Christchurch.

Washbourne, Edward, Twine-manufacturer, Brookside, Selwyn.

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 1st day of November, 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 11th day of November, 1924.

[L.S.]

F. V. FRAZER, Judge.

## SCHEDULE.

*Hours of Work.*

1. (a.) Forty-six and a half hours shall constitute a week's work, eight hours and a half to be worked on five days of the week, between the hours of 7.30 a.m. and 5.30 p.m., and four hours on Saturdays, between the hours of 7.30 a.m. and 12 noon.

(b.) Night shifts may be worked as follows: Nine and a quarter hours on four nights in the week, and nine hours and a half on one night.

(c.) "Night shift" means a shift that commences not earlier than 6 o'clock in the evening.

(d.) Night shifts shall be changed when practicable.

*Wages.*

2. (a.) The minimum rates of wages shall be as follows: Walk ropemaker, 1s. 10½d. per hour; head flockmaker, 1s. 10½d. per hour; leading feeder hand on first spreader (male), 1s. 10d. per hour; general hands (including flax-workers in or about the employer's mill), 1s. 9d. per hour.

(b.) Men on night-work shall be paid 1d. per hour extra.

*Termination of Employment.*

3. Not less than twenty-four hours' notice shall be given by either party of the termination of the employment, but nothing in this clause shall prevent the employer from summarily dismissing any worker for wilful misconduct.

*Female Workers.*

4. (a.) The minimum wages to be paid to female workers shall be—

	Per Week.		
	£	s.	d.
First six months .. .. .	0	17	6
Second six months .. .. .	1	0	0
Third six months .. .. .	1	2	6
Fourth six months .. .. .	1	5	0
Fifth six months .. .. .	1	7	6
Sixth six months .. .. .	1	10	0
Seventh six months .. .. .	1	12	6
Eighth six months .. .. .	1	15	0
Ninth six months .. .. .	1	17	6
Thereafter .. .. .	2	4	0

(b.) No worker over the age of twenty-one years shall be paid less than £1 7s. 6d. per week except as may be provided by clause 10 hereof.

(c.) No deduction shall be made from the weekly wages prescribed in subclause (a) of this clause, except for time lost through the worker's sickness or default, or through breakdown of machinery.

(d.) Not less than one week's notice shall be given by either party of the termination of the employment, but nothing in this clause shall prevent the employer from summarily dismissing any worker for wilful misconduct.

(e.) No female worker receiving more than the wages above prescribed shall have her wages reduced.

#### Overtime.

5. (a.) All time worked beyond the hours prescribed in clause 1 hereof shall count as overtime, and shall be paid for at the rate of time and a half for the first four hours, and double time thereafter.

(b.) Employers shall give twenty-four hours' notice of overtime; failing that they shall allow meal-money at the rate of 1s. 6d. per meal when workers are required to work overtime after 6 p.m., provided that such workers cannot reasonably get home to their meals.

#### Youths.

6. (a.) Youths may be employed in the proportion of one youth to every two men employed.

(b.) The minimum rates of wages payable to boys and youths under twenty-one years shall be—

	Per Week.		
	£	s.	d.
For the first year .. .. .	1	2	6
For the second year .. .. .	1	7	6
For the third year .. .. .	1	12	6
For the fourth year .. .. .	2	0	0
For the fifth year .. .. .	2	10	0

Thereafter, the minimum wages fixed for adult workers under this award.

(c.) No deduction shall be made from the weekly wages prescribed in subclause (b) of this clause, except for time lost through the worker's sickness or default, or through breakdown of machinery.

(d.) Not less than one week's notice shall be given by either party of the termination of the employment, but nothing in this clause shall prevent the employer from summarily dismissing any worker for wilful misconduct.

#### Holidays.

7. The following shall be the recognized holidays, viz.: Christmas Day, Boxing Day, New Year's Day, 2nd January, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, and Show Day. Work done on Christmas Day, New Year's Day, Good Friday, or Sunday shall be paid for at the rate of double time; and work done on any of the other holidays shall be paid for at the rate of time and a half.

#### Continuous Work without a Meal.

8. No worker shall work continuously for over five hours without an interval for a meal.

*Payment of Wages.*

9. All wages shall be paid weekly or fortnightly, and on Friday when practicable.

*Under-rate Workers.*

10. (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 Awards 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.*

11. (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 6d. per week.

*Accommodation.*

12. It shall be the duty of the employer to provide accommodation where workers can have their meals.

*Scope of Award.*

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

*Term of Award.*

14. This award in so far as it relates to wages shall be deemed to have come into force on the 1st day of November, 1924, and so far as all the other conditions of this award are concerned it shall come into force on the day of the date hereof; and this award shall continue in force until the 1st day of November, 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 11th day of November, 1924.

[L.S.]

F. V. FRAZER, Judge.

## MEMORANDUM.

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

[L.S.]

F. V. FRAZER, Judge.

**(7926.) CANTERBURY SHIRT, WHITE, AND SILK 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 Christchurch Tailoresses, Cutters, Pressers, and other Clothing Trade Employees' Industrial Union of Workers (hereinafter called "the union") and the under-mentioned persons, firms, and companies (hereinafter called "the employers") :—

Armstrong, T., and Co., Limited, Colombo Street, Christchurch.

Ball, Mrs. H., Byron Street, Sydenham.

Ballantyne and Co., Cashel Street, Christchurch.

Barnden, A. R., 18 Haast Street, Linwood.

Beath and Co., Limited, Cashel Street, Christchurch.

Compton, G. P., 11 Montreal Street, Sydenham.

Cook, S., 203 High Street, Christchurch.

Dench, Miss B., 259 Worcester Street, Christchurch.

Dunn, S., 169 Lichfield Street, Christchurch.

Fiddis, M., 653 Colombo Street, Christchurch.