

(7772.) NORTHERN INDUSTRIAL DISTRICT ROPE AND TWINE WORKERS.—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 Auckland Rope and Twine Workers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Donaghy and Co., Rope and Twine Manufacturers, Auckland.

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 19th day of May, 1924, and shall continue in force until the 19th day of May, 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 3rd day of May, 1924.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Hours of Work.

1. Forty-six and a half hours shall constitute a week's work ; eight and a half hours to be worked on five days of the week, between the hours of 7.45 a.m. and 5.15 p.m., and four hours on Saturday, between the hours of 7.45 a.m. and 11.45 a.m.

Wages.

2. The minimum rates of wages shall be as follows :—

	Per Hour.		
	£	s.	d.
Head ropemaker	2	13	$\frac{3}{4}$
Assistant ropemaker	1	10	$\frac{1}{4}$
Leading hand on first spreader (male)	1	9	$\frac{3}{4}$
General hands	1	9	

Payment of Wages.

3. Wages shall be paid not later than Friday in each week, and within ten minutes of knocking-off time.

Female Workers.

4. Female workers may be employed when proper provision has been made to the satisfaction of the Inspector of Factories, at rates of pay to be subsequently agreed upon between the union and the employer ; and in the event of their being unable to agree the matter shall be referred to the Conciliation Commissioner for the district, with the right of final appeal to the Court.

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.) Whenever possible, workers shall not be required to work overtime on Friday nights.

Wages of Boys and Youths.

6. (a.) Boys or youths may be employed at the following minimum rates of wages :—

	Per Week.		
	£	s.	d.
Boys up to eighteen years of age	1	10	0
Youths, eighteen to nineteen years of age	1	15	0
Youths, nineteen to twenty years of age	2	5	0
Youths, twenty to twenty-one years of age	2	15	0

(b.) The proportion of boys or youths shall not exceed two to each three adult workers employed during the preceding six months for at least two-thirds full time.

Holidays.

7. The following shall be the recognized holidays : Christmas Day, Boxing Day, New Year's Day, 2nd January, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, and Anniversary 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 other holiday 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.

Accidents.

9. A St. John Ambulance first-aid outfit shall be kept in a convenient and accessible place where men are employed; and also convenience for supplying hot water at short notice.

Conveniences.

10. (a.) Employers shall provide proper sanitary conveniences, which shall be cleaned at least once a week.

(b.) Provision shall be made for dining and dressing accommodation; also facilities for boiling water at meal-times.

(c.) These conveniences shall be arranged by the employer and the secretary of the union.

Termination of Employment.

11. All wages shall be paid on the dismissal of the worker. When a worker leaves his employer of his own accord all wages due to him shall be paid by the employer within twenty-four hours. This clause shall not apply to youths or boys.

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 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 9d. per week.

Under-rate Workers.

13. (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.

Matters not provided for.

14. Any dispute in connection with any matters not provided for in this award shall be settled by the particular employer concerned and the president or secretary of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the Conciliation Commissioner for the district, 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.

"Smoke-oh."

15. The same conditions shall apply as exist at present and have hitherto existed in regard to "smoke-oh."

Scope of Award.

16. This award shall operate throughout the Northern Industrial District.

Term of Award.

17. This award shall come into force on the 19th day of May, 1924, and shall continue in force until the 19th day of May, 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 3rd day of May, 1924.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

This award embodies the recommendations of the Conciliation Council, which the parties agreed to accept. The only matter referred to the Court was the wages of general hands, which we have fixed at 1s. 9d. per hour.

[L.S.]

F. V. FRAZER, Judge.