

(8216.) CHRISTCHURCH (FOUR-MILES RADIUS) HAIRDRESSERS'
AND TOBACCONISTS' ASSISTANTS.—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 Hairdressers and Tobacconists' Assistants' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Christchurch.

The Christchurch Hairdressers and Tobacconists' Industrial Union of Employers.

Andrews, F. S., Hairdresser, High Street.

Bainbridge, C., Hairdresser, High Street.

Barlow Bros., Hairdressers, Colombo Street.

Bedwell, C., Hairdresser, Stanmore Road.

Bell, F., Hairdresser, Papanui.

Bollington, E., Hairdresser, 551 Colombo Street.

Brain, H., Hairdresser, Colombo Street.

Brown, J. C., Hairdresser, St. Asaph Street.

Campbell, J., Hairdresser, Lincoln Road.

Cousins, W., Hairdresser, 284 Lincoln Road.

Dickenson, William, Hairdresser, 22 Victoria Street.

Donovan, H. A., Hairdresser, 35 Manchester Street.

Evans, W., Hairdresser, Colombo Street.
 Fearon, C., Hairdresser, Woolston.
 Good, T. A., Hairdresser, 551 Colombo Street.
 Goodman and Jones, Hairdressers, Manchester Street.
 Healey, M. T., Hairdresser, Selwyn Street.
 Hern, F., Hairdresser, 211 Waltham Road.
 Howard, H. F., Hairdresser, 613 Colombo Street.
 Hulston, W., Hairdresser, Madras Street.
 Jackson, J., Hairdresser, Victoria Street.
 Jerman, E. P., Hairdresser, 217 Cashel Street.
 Kelly, F., Hairdresser, Kilmore Street.
 Kupries, C. P., Hairdresser, 46 Tuam Street.
 McClatchy, W., Hairdresser, 189 Manchester Street.
 O'Connell, F. A., Hairdresser, 824A Colombo Street.
 Pope, H., Hairdresser, 278A Colombo Street.
 Prince, W. E., Hairdresser, Gloucester Street.
 Robins, S., Hairdresser, Woolston.
 Rule, H., Hairdresser, Papanui.
 Smith, C. E., Hairdresser, 268 Cashel Street.
 White, A. H., Hairdresser, 281 High Street.

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 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 29th day of May, 1925.

[L.S.]

— F. V. FRAZER, Judge.

SCHEDULE.

Hours of Work.

1. (a.) The hours of work shall be forty-eight per week, exclusive of meal-hours. The recognized hours of work shall be fixed by the employer according to the circumstances of his business, but work shall not commence before 8 a.m. on each day of the week, and shall cease not later than 5.45 p.m. on Mondays, Tuesdays, Wednesdays, and Thursdays; 8.45 p.m. on Fridays; and 1 p.m. on Saturdays. The hours at which work shall cease, as provided in this subclause, are subject to the provisions of clause 2 hereof.

(b.) The working-hours during Carnival Week shall end as follows: Monday, Tuesday, Wednesday, 5.45 p.m.; Thursday, 9 p.m.; Friday and Saturday, 12.45 p.m.

(c.) The working-hours on Christmas Eve and New Year's Eve shall end not later than 9 p.m.

(d.) In the event of Christmas Day falling on a Sunday or Monday the working-hours of assistants shall end as follows during the week preceding the holiday: Monday, 12.45 p.m.; Tuesday, Wednesday, Thursday, 5.45 p.m.; Friday, 9 p.m.; Saturday, 7.45 p.m.

(e.) In the event of a full holiday falling on a Friday the working-hours on the preceding Thursday shall end at 9 p.m.

Work in Hand.

2. All work in hand in connection with hairdressing and shaving shall be finished before the workmen leave their work. No employer shall lease, or cause to be let by contract, any chair or chairs in his saloon for the purpose of carrying on the business of hairdressing. Work in hand shall be deemed to mean "all customers in the saloon at the stipulated hour for ceasing work," except on Saturday, when work in hand shall be deemed to mean "work in the chair and one other if necessary."

Wages.

3. The minimum wage for journeymen shall be £4 15s. per week.

Casual Workers.

4. Workers employed for less than one week shall be paid as follows: For a long day, £1; for an ordinary day of eight hours, 17s. 6d.; and for half a day or less, 12s. 6d.

Holidays.

5. (a.) The following shall be observed as full holidays: New Year's Day, Good Friday, Labour Day, Sovereign's Birthday, Christmas Day, and Boxing Day.

(b.) The following shall be observed as partial holidays: The day following that on which New Year's Day is observed, and Easter Monday from the hour of noon.

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

(d.) Each assistant shall, after having served twelve complete months in the establishment, receive one week's holiday on full pay during a week to be agreed upon between employer and employee: Provided that no employee shall ask for his holiday during any race week or Christmas week.

Weekly Employment.

6. The employment shall be deemed to be a weekly employment, and no deduction shall be made from the weekly wages except for time lost through the worker's own default or sickness.

Qualification of Journeymen.

7. A "journeyman" shall be deemed to mean one who has been employed in the trade for a total period of at least five years.

Closing-hours of Shops.

8. The shops of all tobacconists and hairdressers, hairdressers and tobacconists, hairdressers or tobacconists, together or separately, shall be closed at 6 p.m. on Mondays, Tuesdays, Wednesdays, and Thursdays; 10 p.m. on Fridays; and 1 p.m. on Saturdays; with the following exceptions:—

Carnival Week: On Monday, Tuesday, Wednesday, at 8 p.m.; Thursday, at 10 p.m.; Friday, at 1 p.m.; and Saturday, at 9 p.m.

Grand National Week: On Monday, Tuesday, Wednesday, and Thursday, at 8 p.m.; Friday, at 10 p.m.; and Saturday, at 1 p.m.

Christmas Eve and New Year's Eve, at 12 o'clock midnight.

In the event of Christmas Day falling on a Sunday or a Monday the following hours of closing shall be observed during the week preceding Christmas Day: Monday, at 1 p.m.; Tuesday, Wednesday, and Thursday, at 6 p.m.; Friday, at 12 midnight; Saturday, at 11 p.m.

Where a special holiday occurs on a Friday and the shops are closed for the whole of the day, the hour of closing on the preceding Thursday shall be 10 p.m.

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 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.

10. (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.

Scope of Award.

11. The operation of this award is limited to that area lying within a radius of four miles from the Chief Post-office in the City of Christchurch.

Term of Award.

12. This award in so far as it relates to wages shall be deemed to have come into force on the 1st day of May, 1925, 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 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 29th day of May, 1925.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

This award embodies, with minor alterations agreed to at the hearing, the recommendations of the Conciliation Council, which the parties agreed to accept.

[L.S.]

F. V. FRAZER, Judge.