

(8223.) CHRISTCHURCH PAPER-BAG, CARTON, AND CARDBOARD-
BOX 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 Printing Trades Industrial Union of Workers (hereinafter called “the union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

Andrews, Baty, and Co. (Limited), Hereford Street, Christchurch.

Cooper, C. W., 85 Westminster Street, St. Albans, Christchurch.

Weeks Limited, Tuam Street, Christchurch.

Whitcombe and Tombs (Limited), Colombo 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 per-

formed, 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 22nd day of June, 1925, and shall continue in force until the 31st day of March, 1927, 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 15th day of June, 1925.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Hours of Work.

1. The hours of work shall not exceed forty-five per week, to be fixed by each employer subject to the provisions of the Factories Act, 1921-22.

Wages.

	Per Week.		
	£	s.	d.
2. (a.) The minimum rates of wages shall be :—			
For the first six months	0	16	6
For the second six months	0	19	0
For the second year	1	4	0
For the third year	1	9	0
For the fourth year	1	14	0
Thereafter	2	2	6
Female overseers in box-making department ..	2	7	6

(b.) A female overseer is one who acts under a foreman and who, under his instructions, supervises the work of others.

Deduction from Wages.

3. Time lost by a worker through sickness or default or through her voluntary absence from work with the consent of the employer, may be deducted from her wages.

Termination of Engagement.

4. Any worker shall be entitled to one week's notice that her services are dispensed with, and any such worker leaving her employment shall likewise give one week's notice.

Overtime.

5. Overtime shall be paid at the rate of time and a half for the first three hours in any one day, and double time thereafter

Holidays.

6. The following holidays, namely, New Year's Day, Good Friday, Easter Monday, Sovereign's Birthday, and Christmas Day, should be observed. For work done on any of these holidays double-time rates shall be paid.

days shall be observed and paid for: 1st January, Good Friday, Easter Saturday, Easter Monday, Labour Day, New Year's Day, Christmas Day, and Boxing Day. If any of these holidays fall on a Sunday the following day shall be observed. For work done on any of these holidays double-time

Annual Holiday.

7. All workers shall be granted one week's holiday on full pay on the completion of each year of service with the employer. If the service is terminated before the expiration of three months but the worker shall be entitled to a proportion of the week's holiday according to the length of service.

granted one week's holiday on full pay on service and at a time to be determined by the employer. If the service is terminated before the expiration of one year, then the worker shall be entitled to a proportion of the week's holiday according to the length of service or to the equivalent in pay.

Tea-money.

8. If a worker is required to come back after the completion of the ordinary day's work, the worker shall be provided with a meal, provided that such worker cannot reasonably get home to her meal.

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Piecework.

9. Provided that the union and the employer are in agreement, piecework may be worked, provided that the rate for such work shall be such as to enable the worker to earn not less than 15 per cent. above the minimum rates of wages herein provided. If the union and the employer shall not agree as to piecework or as to the rate thereof, such dispute shall be settled in the manner provided in clause 13 hereof.

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Towels.

10. Where three or more girls are employed, employers shall provide towels, which shall be changed weekly.

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Under-rate Workers.

11. (a.) Any worker who is considered incapable of earning the minimum wage fixed by the 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 lower wage shall have regard to the worker's capability, her past earnings, and such other circumstances as the Inspector or other person shall think fit to consider after hearing such evidence and argument as may be offered by the union and such worker.

10 considers herself incapable of earning the minimum wage fixed by the 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 lower wage shall have regard to the worker's capability, her past earnings, and such other circumstances as the Inspector or other person shall think fit to consider after hearing such evidence and argument as may be offered by the union and such worker.

(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 her to have her 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.

12. (a.) Upon completion of one year's service in the industry covered by this award a worker may be required by the secretary of the union to become a member thereof, and if she shall fail or neglect to become a member thereof within seven days after the receipt by her of such notice 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 of good character and sober habits, and employed in the trade, to become a member of the said union upon payment of an entrance fee not exceeding 5s., upon a written or verbal application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

Disputes.

13. Any dispute in connection with any matter not provided for in this award shall be settled between the particular employer concerned and the secretary or president of the union, and in default of any agreement being arrived at, such dispute shall be referred to the District Conciliation Commissioner, who may either decide the same or refer the matter to the Court. Either party dissatisfied with the decision of the Conciliation Commissioner may appeal to the Court, upon giving written notice of such appeal to the other side within seven days after such decision shall have been communicated to the party desiring to appeal.

Payment of Wages.

14. Payment of wages and overtime shall be made not later than Friday of each week, and shall be for work done up to the evening preceding pay-day.

In the case of dismissal or in the case of a worker leaving of her own accord, all wages due shall be paid in the employer's time, and before the employment terminates.

Scope of Award.

15. The operation of this award is limited to the City of Christchurch, and it shall apply only to the parties named herein unless the Court hereafter shall order.

Term of Award.

16. This award shall come into force on the 22nd day of June, 1925, and shall continue in force until the 31st day of March, 1927.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereto set his hand, this 15th day of June, 1925.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

The members of the Court were divided in opinion on the matter of wages. A majority of the Court was satisfied that the work of this section of the trade called for a lower degree of skill and dexterity than the work of the branches of the printing and related trades in which females are employed, and in which higher rates are paid. It is true that in Wellington these workers are paid the higher rate, but they have there been classed with other female workers in one award. The majority of the Court has increased the rates of wages of the senior workers by 2s. per week, which it is thought is sufficient to remunerate the minimum-wage earner for the class of work performed.

[L.S.]

F. V. FRAZER, Judge.