

(8301.) CANTERBURY GLUE-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 Freezing-works and Related Trades Industrial Union of Workers (hereinafter called “the union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

Davis Gelatine (N.Z.), Limited, 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 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 August, 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 20th day of August, 1925.

[L.S.]

F. V. FRAZER, Judge.

#### SCHEDULE.

##### *Hours of Work.*

1. (a.) The week's work shall consist of forty-eight hours, to be worked between the hours of 7.30 a.m. and 5 p.m. on five days of the week (no work to exceed more than eight and three-quarter hours in any one day), and on one day in the week the hours shall not exceed four and a quarter, between the hours of 7.30 a.m. and 12 noon.

(b.) Shifts: Where continuous shifts are worked each shift shall consist of eight hours, including crib-time (to be not more than thirty minutes).

##### *Wages.*

2. Workers employed shall be paid as follows:—

(a.) Filtermen on continuous shifts, 1s. 11½d. per hour.

(b.) Other workers, 1s. 9d. per hour.

(c.) Workers crushing Kesilghur or loading pans from sulphur-vats. 2d. per hour extra.

(d.) Workers engaged chipping boilers or cleaning boiler-flues shall be paid 9d. per hour extra.

*Employment of Youths.*

3. Boys and youths may be employed, at the discretion of the employer, at not less than the following rates of wages :—

	Per Week.		
	£	s.	d.
Under sixteen years of age .. .. .	0	17	6
Between sixteen and seventeen years ..	1	7	6
Between seventeen and eighteen years ..	1	15	6
Between eighteen and nineteen years ..	2	7	6
Between nineteen and twenty years ..	2	17	6

*Females.*

4. The minimum rates of wages for females shall be as follows :—

	Per Week.		
	£	s.	d.
First six months .. .. .	0	15	0
Second six months .. .. .	1	0	0
Third six months .. .. .	1	7	6
Fourth six months .. .. .	1	12	6
Thereafter .. .. .	2	2	6

*Overtime.*

5. All time worked in excess of the hours mentioned in clause 1 hereof shall be considered overtime, and shall be paid for at the rate of time and a half for, the first four hours and thereafter double time, except that this shall apply to men on shifts only after eight hours have been worked.

*Holidays.*

6. The following shall be recognized holidays : New Year's Day, Easter Monday, Labour Day, Boxing Day, Good Friday, Easter Saturday, and Christmas Day.

*Payment for Holidays.*

7. (a.) Double time shall be paid for work done on Christmas Day, Good Friday, and Sundays ; on all other holidays the rate shall be time and a half.

(b.) Shift-workers shall be paid 3s. per hour for work done on Christmas Day, Good Friday, and Sundays, and 2s. 6d. per hour for work done on the other specified holidays.

*Payment of Wages.*

8. Wages shall be paid weekly ; two days lie-time shall be allowed.

*General.*

9. (a.) Ten minutes " smoke-oh " shall be allowed during the morning of each day.

(b.) Dining-room and dressing accommodation shall be provided by the employer, who shall be held responsible for the place being kept clean.

(c.) Workers shall be supplied where necessary with aprons, leggings, and clogs.

(d.) Suitable bathing-accommodation shall be provided; both hot and cold water shall be laid on.

(e.) Sufficient drinking-water of good quality shall be provided.

(f.) Lavatory accommodation shall be kept clean.

(g.) A suitable covered bicycle-stand shall be provided by the employer.

(h.) Respirators shall be allowed to workers employed crushing Kesilghur.

#### *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 1s. per week for the first month, and thereafter upon payment of an annual fee not exceeding £1 10s., which shall include the entrance fee and the first month's contributions.

#### *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 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.

*Scope of Award.*

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

*Term of Award.*

13. This award in so far as it relates to wages shall be deemed to have come into force on the 1st day of August, 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 August, 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 20th day of August, 1925.

[L.S.]

F. V. FRAZER, Judge.

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MEMORANDUM.

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

F. V. FRAZER, Judge.

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