

(8178.) AUCKLAND (TEN-MILES RADIUS) FEMALE BOOKBINDERS,
RULERS, PRINTERS' FEEDERS, ETC.—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 City Female Bookbinders, Rulers, Envelope-makers, and Printers' Feeders' Industrial Union of Workers (hereinafter called "the union") and the under-mentioned persons, firms, and companies (hereinafter called "the employers") :—

The Auckland Master Printers' Industrial Union of Employers,
Auckland.

Berry Press, Printers, Durham Street, Auckland.

Blakey and Thomas, Wyndham Street, Auckland.

The Offset Press (Limited), Queen Street, 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 18th day of May, 1925, and shall continue in force until the 1st 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 29th day of April, 1925.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Hours of Work.

1. The ordinary hours of work shall not exceed forty-five per week, and shall be worked between 7.30 a.m. and 5.30 p.m. on five days of the week, and between 7.30 a.m. and noon on Saturdays.

Wages.

2. (a.) The minimum rates of wages for all females engaged in any branch of the trade shall be—

	Per Week.		
	£	s.	d.
For the first six months	1	0	0
For the second six months	1	3	6
For the second year	1	8	6
For the third year	1	15	0
For the fourth year	2	2	0
For the fifth year	2	10	0
Thereafter	2	16	0

(b.) Any worker at present in receipt of a higher rate of wages than is herein provided shall not have such wages reduced. No deduction shall be made from the weekly wage fixed by this award except for time lost through the worker's sickness or default.

Overtime.

3. (a.) All overtime shall be at the rate of time and a half for the first three hours and double time thereafter.

(b.) When any worker is required to work overtime, the employer shall give her notice thereof before 11 a.m. on the day on which overtime is to be worked, or pay her 1s. 6d. tea-money.

Holidays.

4. (a.) The following days shall be observed as holidays: 1st January, Anniversary Day, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, and Boxing Day.

(b.) If any of the above holidays shall be observed on any other day, such other day shall be deemed to be the holiday for the purposes of this award.

(c.) All workers shall be granted one week's holiday on full pay on the completion of each year of service, and at a time to be determined by the employer. If the service should be terminated after the expiration of six months, but 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.

Notice.

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

Bronzing.

6. Workers engaged on hand bronzing shall be supplied with the necessary safeguards as provided in regulations issued by the Labour Department. No worker shall be required to perform this work for more than four hours on any one day.

Preference.

7. (a.) If any employer shall hereafter employ any worker who shall not be a member of the union, and who within two weeks of her engagement shall not become and remain a member of such union, the employer shall dismiss such worker 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 this clause shall operate only if and so long as the rules of the union shall permit any person of good character and sober habits to become a member of the union upon payment of an entrance fee not exceeding 2s. 6d., upon a written application, without ballot or other election, and so to continue upon payment of contributions not exceeding 6d. per week.

(c.) Any employer who shall hereafter engage any worker coming within the scope of this award shall notify the secretary of the union in writing of such engagement within one week thereof.

Scope of Award.

8. This award shall operate within a radius of ten miles from the Chief Post-office in the City of Auckland.

Term of Award.

9. This award shall come into force on the 18th day of May, 1925, and shall continue in force until the 1st day of March, 1927.

In witness whereof the seal of the Court of Arbitration hath heretofore been put and affixed, and the Judge of the Court hath hereunto set his hand, this 29th day of April, 1925.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

The only matters referred to the Court were wages, overtime, and holidays. The employers asked for the wage-scale fixed by the recent Dominion award, which represented an agreement of the parties to that award. The union asked for the wage-scale fixed by the Wellington (Ten-miles Radius) Printing Trades (Females) award, which was somewhat higher, and was also the result of an agreement of the parties. Neither the Auckland nor the Wellington Female Workers' Unions were represented at the conference at which the terms of the Dominion award were agreed upon. In the opinion of the Court neither scale is satisfactory, owing to the unscientific grading of the workers in their successive years of experience. The scale we have adopted differs but slightly at the beginning from that asked for by the employers, and ends at the figure asked for by the union, but the intervening steps harmonize with the generally accepted practice in such cases. The clauses relating to overtime and holidays have been settled on the lines of similar clauses in other awards affecting the printing trades.

[L.S.]

F. V. FRAZER, Judge.