

(10317.) OTAGO CANISTER-WORKERS.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, at a sitting of a Council of Conciliation held in Dunedin the 26th day of August, 1932, between the Dunedin Canister-works Industrial Union of Workers (hereinafter called "the union") and the several employers hereinafter described:—

Cadbury, Fry, Hudson, Ltd., Manufacturers, 30 Castle Street,
Dunedin;

Dickinson, V. M., Manufacturing Tinsmith, 245 Princes Street,
Dunedin;

Eustace, J., and Co., Tin-canister Makers, 59 King Street,
Dunedin;

Farra Bros., Ltd., Tinsmiths, corner of Tewsley and Richardson
Streets, Dunedin;

Gregg and Co., Ltd., Manufacturers, Forth Street, Dunedin;

Irvine and Stevenson's St. George Preserving Co., Ltd.,
Filleul Street, Dunedin;

Kempthorne, Prosser, and Co.'s New Zealand Drug Co., 22-24
Stafford Street, Dunedin;

Lake, F. J., Canister-manufacturer, 432 Moray Place East,
Dunedin;

Otago Preserving Co., Ltd., Canister-makers, 95 Stuart Street,
Dunedin;

Phoenix Co., Ltd., 20 Maclaggan Street, Dunedin;

Stella Preserves, Ltd., Manufacturers, Bathgate Street, South
Dunedin

(hereinafter called "the employers").

TERMS OF SETTLEMENT.

Hours of Work.

1. Forty-eight hours shall constitute a week's work. Work shall cease at noon on Saturday.

Wages.

2. The minimum rate of wages for adult canister-workers shall be 1s. 9d. per hour.

Overtime.

3. All work done outside or in excess of the hours prescribed in clause 1 hereof shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first three hours and time and a half thereafter. When overtime is worked tea-money (1s.) shall be allowed each worker called upon to so work.

Holidays.

4. The following holidays shall be observed: New Year's Day and the following day, Good Friday, Easter Monday, Labour Day, Sovereign's Birthday, Christmas Day, and Boxing Day. All time worked on Sunday or on the foregoing holidays shall be paid for at double time rates. When any holiday shall be generally observed on any day other than herein prescribed the provisions of this agreement shall apply to such substituted holiday.

Boys and Youths.

5. (a) The minimum wage payable to boys and youths under twenty-one years of age shall be—

			Per Week.		
			£	s.	d.
For the first year	..	..	0	15	0
For the second year	..	..	1	0	0
For the third year	..	..	1	5	0
For the fourth year	..	..	1	12	6
For the fifth year	..	..	2	2	6

(b) There shall be no limitation to the number of youths that may be employed, but the right is reserved to the union to review the question of the proportion of youths to adult workers at the end of six months.

Payment of Wages.

6. (a) Wages shall be paid weekly or fortnightly not later than Friday in each pay-week.

(b) All wages shall be paid on the dismissal of the worker or when the worker leaves of his own accord.

Accidents.

7. A modern first-aid emergency case, fully equipped, shall be kept in a convenient and accessible place in every works.

Hot Water.

8. A sufficient supply of hot water shall be available at all meal-times to all workers in every shop or factory. Facilities for obtaining hot water at midday meal-time shall be provided in every factory.

Under-rate Workers.

9. The question of under-rate workers to be submitted to the Court for determination.

Preference.

10. (a) If any employer shall hereafter engage any worker coming within the scope of this agreement who shall not be a member of the union, and who shall not become a member thereof within one calendar month 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 this clause shall operate only if and so long as the rules of the union shall permit any worker coming within the scope of this agreement 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, and such fines as may be lawfully imposed on him for non-attendance without reasonable excuse at a specially called meeting of the union, of which written notice has been given to him or sent to him by post at his last address as notified by him to the union, or for misconduct at a meeting of the union, or for being more than three months in arrear, without reasonable excuse, in his contributions to the union: Provided that the maximum fine shall not exceed 2s. 6d. for non-attendance at a meeting of the union or for being in arrear with his contributions, and £1 for misconduct at a meeting of the union.

Female Labour.

11. Nothing in this agreement shall apply to females as at present employed.

Scope.

12. This agreement shall operate throughout the Provincial District of Otago.

Term.

13. This agreement shall operate as an industrial agreement from the 3rd day of September, 1932, until the 3rd day of September, 1933.

Signed by A. S. Cookson, R. Moen, and John W. A. Eustace, jun., assessors for the employers—

A. S. COOKSON.
R. MOEN.
JOHN W. A. EUSTACE.

Signed by H. E. Wells, A. Payton, and John Swan, assessors for the union.

H. E. WELLS.
A. PAYTON.
JOHN SWAN.