

**(10355.) NORTH CANTERBURY MALE HAIRDRESSERS' ASSISTANTS.—  
INDUSTRIAL AGREEMENT DECLARED TO BE AN AWARD.**

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—Wednesday, the 21st day of December, 1932.

WHEREAS on the 22nd day of August, 1932, an industrial agreement was made between the Christchurch Hairdressers' and Tobacconists' Industrial Union of Employers, and other employers, of the one part, and the Christchurch Hairdressers and Tobacconists' Assistants' Industrial Union of Workers, of the other part: And whereas a duplicate original of the said industrial agreement was, on the 21st day of

September, 1932, filed in the office of the Clerk of Awards at Christchurch: And whereas on the 17th day of December, 1932, an application was made to the Court by the parties to the said agreement for an order declaring the said agreement to be an award of the Court: And whereas the Court is satisfied that the said industrial agreement is binding on employers who employ a majority of hairdressers and tobacconists' assistants in the Canterbury Industrial District, in which district the said industrial agreement was made: Now, therefore, the Court, in pursuance and exercise of the powers vested in it by section 33 of the Industrial Conciliation and Arbitration Act, 1925, and of every other power in that behalf thereunto enabling it, doth hereby order and declare that the said industrial agreement, a copy of which is hereto subjoined, shall, as from the day of the date hereof, be an award of the Court.

[L.S.]

F. V. FRAZER, Judge.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, setting forth the terms of settlement arrived at in the course of an inquiry before a Council of Conciliation held in Christchurch on the 22nd day of August, 1932, and signed by all the assessors duly appointed to constitute a Council of Conciliation to hear the North Canterbury male hairdressers' 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") :—

Abrams, Ernest, 211 Waltham Road, Christchurch.  
 Allan, William B., 146 Armagh Street, Christchurch.  
 Bainbridge, C., 169 High Street, Christchurch.  
 Barlow, A. A., 283 High Street, Christchurch.  
 Barrett, F., 651 Colombo Street, Christchurch.  
 Bassett, J., 651 Colombo Street, Christchurch.  
 Beaumont, L. A., 1 Ferry Road, Christchurch.  
 Brown, James Claudius, 135 Armagh Street, Christchurch.  
 Burnett, A. J., 393 Worcester Street, Linwood.  
 Campbell, R. A., 37 Cathedral Square, Christchurch.  
 Coira, B. A., 791 Colombo Street, Christchurch.  
 Cole, T., Oxford Terrace, Christchurch.  
 Cooper, J., corner Cashel Street and Linwood Avenue, Christchurch.  
 Darrock, J., 159 Cashel Street, Christchurch.  
 Dickinson, W., 22 Victoria Street, Christchurch.  
 Duncan and Cook, 127 Gloucester Street, Christchurch.  
 Eslick Ltd., 720 Colombo Street, Christchurch.  
 Eslick Ltd., 651 Colombo Street, Christchurch.  
 Evans, C. J., 339A Stanmore Road, Richmond.  
 Everett, W. G., 115 Manchester Street, Christchurch.  
 Farr, David, 492 Colombo Street, Christchurch.  
 Fearon, E., 86 Manchester Street, Christchurch.  
 Finney, G., Ltd., 5 Cathedral Square, Christchurch.  
 Finney, George, Ltd., 276 High Street and Hereford Street, Christchurch.  
 Forward, W., 121 Ferry Road, Christchurch.

- George, Albert, 91 Manchester Street, Christchurch.  
 Gibson, Charles, 4 Victoria Street, Christchurch.  
 Goodman and Jones, 6 Manchester Street, Christchurch.  
 Gunther, V., 941 Colombo Street, St. Albans.  
 Guy, L. O., 427 Colombo Street, Christchurch.  
 Hall, Clarence B., 455 Ferry Road, Woolston.  
 Hanrahan D., 175A Ferry Road, Linwood.  
 Herrick, G. N., Oxford Terrace, Christchurch.  
 Hill, F., 281 Colombo Street, Christchurch.  
 Howard, H. F., 613 Colombo Street, Christchurch.  
 Howe, M., 224 Kilmore Street, Christchurch.  
 Hudson, Charles, 173 Manchester Street, Christchurch.  
 Hulston, W., 173 Madras Street, Christchurch.  
 Jerman, E. P., 93 Lichfield Street, Christchurch.  
 Jones, S., 9 North Road, Papanui.  
 Kingsland, W., Colombo Street, Sydenham.  
 Kupries, C., 46 Tuam Street, Christchurch.  
 Kershaw, S. B., 287 Lincoln Road, Christchurch.  
 Lamb, S. V., 144A Cranford Street, Christchurch.  
 Lambert, S. E., 205A Papanui Road, St. Albans.  
 Lang, C. A., 15A Manchester Street, Christchurch.  
 Lennie, L. A., 71A Manchester Street, Christchurch.  
 Lew, Cecil W., 132 Colombo Street, Christchurch.  
 Loach, Ronald, 804A Colombo Street, Christchurch.  
 Maddren, J. P., 434 Colombo Street, Sydenham.  
 McAuley, C. V., 374 Lincoln Road, Sydenham.  
 McClatcy, W., 181A Manchester Street, Christchurch.  
 Meadows, W. J., 210A Waltham Road, Christchurch.  
 Mitchell, W. A., 35 Victoria Street, Christchurch.  
 Noble, W. J., 84A Cashel Street, Christchurch.  
 Noonan, Michael, 347 Colombo Street, Sydenham.  
 Norton, M. E., Ferry Road, Christchurch.  
 Nunes, Jacob, 222 Kilmore Street, Christchurch.  
 O'Connell, F. A., 152 Armagh Street, Christchurch.  
 Overend, R. N. S., 231 Stanmore Road, Richmond.  
 Pearce, G. H., corner Colombo and Milton Streets, Sydenham.  
 Pendrigh Bros., 118 Oxford Terrace, Christchurch.  
 Phillips, Arthur K., 173 Victoria Street, Christchurch.  
 Perkin, G., Chancery Lane, Christchurch.  
 Plumridge, H. A., 398 Colombo Street, Christchurch.  
 Pope, Harry, 278A Colombo Street, Sydenham.  
 Priestnall, S. E., 55 Cathedral Square, Christchurch.  
 Priestnall, E. T., 97A Riccarton Road, Christchurch.  
 Protheroe, E., 217 Cashel Street, Christchurch.  
 Ramsay, J., 917A Colombo Street, Christchurch.  
 Richmond, Thomas W., Hereford Court, Hereford Street, Christchurch.  
 Ring, P. A., 517 Colombo Street, Christchurch.  
 Robin, S., 628 Ferry Road, Woolston.  
 Rogers, H. W., 1 Brougham Street, Sydenham.  
 Rule, Herbert W., 221 Papanui Road, St. Albans.  
 Sanderson, J. D., 202A High Street, Christchurch.  
 Saville, H., 102 Wilson's Road, St. Martins.  
 Scobie, J., 142 High Street, Christchurch.  
 Scuffell, L. J., 709 Gloucester Street, Linwood.  
 Shirley, Leslie P., 507 Papanui Road, Papanui.  
 Skinner, Percy, Majestic Buildings, Manchester Street, Christchurch.  
 Slater, G., 1A Buckleys Road, Linwood.  
 Smale, Arthur, 220 Ferry Road, Sydenham.  
 Smith, C. E., 268 Cashel Street, Christchurch.

Smith, George E., corner Wilsons and Opawa Roads, Opawa.  
 Smith, James, 87A Fitzgerald Avenue, Christchurch.  
 Smith, K. R., 1062 Colombo Street, St. Albans.  
 Stanton, W., 106 Cashel Street, Christchurch.  
 Stewart, A. P., 289 Manchester Street, Christchurch.  
 Staples, R., Riccarton Road, Christchurch.  
 Townsend, J. W., 477 Ferry Road, Woolston.  
 Turgis, W. E., 260 Hereford Street, Christchurch.  
 Turnbull, P. S., 182 Manchester Street, Christchurch.  
 Vernal, Harry W., 141 Manchester Street, Christchurch.  
 Vincent, F. G., 10 New Regent Street, Christchurch.  
 Watson Bros., 354 Lincoln Road, Sydenham.  
 White, O., 302 Selwyn Street, Spreydon.  
 Wilyams, W. E., 40 Ferry Road, Christchurch.  
 Wilson, J. A., 176 Manchester Street, Christchurch.  
 Woodwards Ltd., 95 Cathedral Square, Christchurch.  
 Zeven, J., 426 Colombo Street, Sydenham.

Barnett, A., Burnett Street, Ashburton.  
 Cartwright, G., East Street, Ashburton.  
 Johnston, K., Burnett Street, Ashburton.  
 McElhenny, J., East Street, Ashburton.  
 Percy, R. C., East Street, Ashburton.  
 Pye, R., Havelock Street, Ashburton.  
 Robson, W., Cameron Street, Ashburton.  
 Whiting, G., The Triangle, Ashburton.

Ayres, H. E., 38 Norwich Quay, Lyttelton.  
 Bruce, D., 21 London Street, Lyttelton.  
 Clark, G., Norwich Quay, Lyttelton.  
 Graham, B. J., 30 Norwich Quay, Lyttelton.  
 Wales, S. W., 24 Norwich Quay, Lyttelton.

#### TERMS OF SETTLEMENT.

##### *Hours of Work.*

1. (a) The hours of work shall be forty-eight hours 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 work shall cease not later than 5.45 p.m. on Mondays, Tuesdays, Wednesdays, and Thursdays; 9 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, 12.30 noon; Saturday, 1 p.m.

(c) The working-hours on Christmas Eve shall end at 9.30 p.m., and on New Year's Eve shall end not later than 9 p.m.

(d) In the event of Christmas Day falling on a Saturday, Sunday, or a Monday, the working-hours of assistants shall end as follows during the week preceding the holiday: Monday, 1 p.m.; Tuesday, Wednesday, and Thursday, 5.45 p.m.; Friday, 9.30 p.m.; Saturday, 6 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."

*Classification of Labour.*

3. (a) For the purpose of this award there shall be three classes of labour: (i) Apprentices. (ii) Improvers. (iii) Journeymen.

(b) The term of apprenticeship shall be three years. Each apprentice shall also serve a term of two years as an improver. A journeyman shall be deemed to mean one who has been employed in the trade for a total period of five years.

*Wages.*

4. (a) The minimum wage for journeymen shall be £4 2s. per week.

(b) Improvers shall be paid at the minimum rate of £2 5s. in the first year and £3 in the second year.

(c) Workers shall be paid weekly before the hour of ceasing work.

*Improvers.*

5. Conditions included in this award relating to improvers shall come into operation from such date as the existing apprenticeship order for the North Canterbury District is amended to provide for a three-year apprenticeship period.

*Casual Workers.*

6. Casuals may be employed for not less than three hours at 1s. 9d. per hour: Provided that any worker employed for more than three days continuously shall be deemed to be a weekly hand.

*Holidays.*

7. (a) Full holidays shall be observed on New Year's Day, Christmas Day, Good Friday, Labour Day, Sovereign's Birthday, and Boxing Day, except as provided in subclause (b).

(b) Partial holidays from noon shall be observed on the day following that on which New Year's Day is observed and on Easter Monday and on Boxing Day when Christmas Day falls on a Saturday, Sunday, or Monday.

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

#### *Weekly Employment.*

8. Except in the case of casuals, the employment shall be deemed to be a weekly one and no deduction shall be made from the weekly wages except for time lost through the worker's own sickness, default, or accident, or for any cause outside the control of the employer.

#### *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.

#### *Union Representatives.*

10. No employer shall place any obstacle in the way of any representative of the union in the collection of moneys due, provided that the collection shall not take place in any workroom more often than once a month.

#### *Scope of Agreement.*

11. This agreement shall operate throughout that portion of the Canterbury Industrial District lying north of the Rangitata River.

*Term of Agreement.*

12. This industrial agreement shall come into force on the 5th day of September, 1932, and shall continue in force until the 5th day of September, 1933.

J. S. BARNETT,

G. H. PERKIN,

CHAS. CATER,

D. J. MCPHERSON,

Assessors for the union.

R. A. CAMPBELL,

L. V. BRIAN,

H. C. WOODWARD,

D. I. MACDONALD,

Assessors for the  
employers.

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