

## DEPARTMENT OF LABOUR.

## AWARDS, AGREEMENTS, ORDERS, AND DECISIONS

UNDER THE

Industrial Conciliation and Arbitration, Apprentices, and  
Labour Disputes Investigation Acts.

## NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

(10377.) AUCKLAND (TEN-MILES RADIUS) PRINTING TRADES  
(FEMALES).—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 18th day of January, 1933, embodies the terms of the settlement arrived at by the assessors appointed for the hearing of the industrial dispute between the Auckland Master Printers and Allied Trades Industrial Union of Employers (hereinafter called "the employers") of the one part, and the Auckland City Female Bookbinders, Rulers, Envelope-makers, Paper-bag Makers, and Printers' Feeders Industrial Union of Workers (hereinafter called "the union") of the other part, whereby it is mutually agreed by and between the said assessors as set out in the schedule hereto.

## LIST OF PARTIES CITED.

Auckland City Female Bookbinders, Rulers, Envelope-makers, Paper-bag Makers, and Printers' Feeders' Industrial Union of Workers, Foresters Buildings, Albert Street, Auckland.

Abel Dykes, Ltd., 94-96 Lorne Street, Auckland.

Advocate Printery, Otahuhu.

Alpe Bros. and Co., Ltd., corner Fort and Gore Streets, Auckland.

Auckland Lithographic Co., Ltd., Stanley Street, Auckland.

Banks Box Co., Ltd., Wakefield Street, Auckland.

Bowring, A., and Co., 21-23 Pitt Street, Auckland.

Brown and Stewart, Ltd., 13-15 Swanson Street, Auckland.

Business Printing Works, Ltd., 55 Albert Street, Auckland.

Caxton Printing Works, Ltd., 4-10 Kingston Street, Auckland.

City Printing Press, Queen Street, Auckland.

Clancy and Herdman, 313 Queen Street, Auckland.

Clark and Matheson, Ltd., 101-107 Albert Street, Auckland.

Cleave, Arthur, and Co., Ltd., O'Connell Street, Auckland.

Collins Bros., and Co., Ltd., Wyndham Street, Auckland.

Crown Printery, Lorne Street, Auckland.

Davy, Charles, and Sons, Ltd., Khyber Pass Road, Auckland.  
 Dawson Printing Co., Ltd., 22 Vincent Street, Auckland.  
 Devonport Printing Works, Devonport, Auckland.  
 Duofold Printing Works, 13 Argyle Street, Ponsonby, Auckland.  
 Eden Gazette, Ltd. (Knight and Son), 244 Dominion Road, Auckland.  
 Empire Box Co., Ltd., Wakefield Street, Auckland.  
 Farmers' Trading Co., Ltd., Merchants, Hobson Street, Auckland.  
 Farnell, H. G., and Co., Ltd., 10 Civic Square, Auckland.  
 Gilbert Printing Co., Ltd., 16 Kitchener Street, Auckland.  
 Hooker, F. J., 45 High Street, Auckland.  
 Impett, Walter, Hall Avenue, Otahuhu.  
 Jenkins, J. E., and Co., Albert Street, Auckland.  
 K. System, Customs Street, Auckland.  
 Leightons Ltd., Nelson Street, Auckland.  
 Lewthwaite, W., 56 Albert Street, Auckland.  
 McComb, W. C. (O.K. Press), Wellington Place, Hobson Street, Auckland.  
 McLeod Bros. (Excel Printing Co.), 65 Fort Street, Auckland.  
 Martin, T. R., 19 High Street, Auckland.  
 Moir, A. W., St. Mary's Road, Ponsonby, Auckland.  
 Morrish, A. J., and Sons, Brown Street, Avondale, Auckland.  
 Morton, W. (Manukau Gazette Printing Works), 235 Queen Street, Onehunga.  
 Mulvihill, J. J. (Progress Printery), 40 Cook Street, Auckland.  
 Munro, W. A., 33 High Street, Auckland.  
 National Printing Co., Ltd., Delta House, Anzac Avenue, Auckland.  
 New Zealand Newspapers, Ltd., 20 Shortland Street, Auckland.  
 Observer Printing Works (Blomfield and Dixon), 12 Wyndham Street, Auckland.  
 Otaimi Bag Co., 21 Alexander Avenue, Mount Albert, Auckland.  
 Phipps Press, 44 Hall of Commerce, High Street, Auckland.  
 Phoenix Press, Ltd., 159 Albert Street, Auckland.  
 Queen City Press, Cook Street, Auckland.  
 Reliance Press, 153 Albert Street, Auckland.  
 Roe, D. H. (The Craftsmen Press), Mission Buildings, Wellesley Street, Auckland.  
 Rowe, G. J., Ltd., Wakefield Buildings, corner Lorne and St. Paul Streets, Auckland.  
 Salmon, P., Customs Street East, Auckland.  
 Sando, R. T., Leighton's Buildings, Nelson Street, Auckland.  
 Scott Printing Co. (M. Bodle), corner Lorne and St. Paul Streets, Auckland.  
 Scott and Scott, Gas Co.'s Buildings, Pitt Street, Auckland.  
 Seabrook and Farrell, 116 Albert Street, Auckland.  
 Simpson, Francis, 7A Nelson Avenue, Auckland.  
 Simpson and Hermann, Ltd., 2A Rutland Street, Auckland.  
 Smethurst, M. (Newmarket Printing House), 2 Station Street, Newmarket, Auckland.  
 Smith, C. B., Ltd. (Auckland), 98 Federal Street, Auckland.  
 Smithyman, W. E., 39 Springfield Road, Auckland.  
 Soar, F. C., 84 Church Street, Onehunga, Auckland.  
 Solomons, Ethel, Point Chevalier, Auckland.  
 Spencer, E. (Pilot Press), 29 Cross Street, Newton, Auckland.  
 Steinert, F. G., 78 Nelson Street, Auckland.  
 Stratford, E. P., 41 Albert Street, Auckland.  
 Swift Printing Co., Federal Street, Auckland.  
 Te Wahine Printer (Miss Watterson), 133 Albert Street, Auckland.  
 Unity Press, Ltd., corner Federal and Kingston Streets, Auckland.  
 Walsh Printing Co., 10 Probert Chambers, Auckland.  
 Webster, F. C., Kohimarama.  
 Weeks Ltd., Grey's Avenue, Auckland.  
 Whitcombe and Tombs, Ltd., Queen Street, Auckland.  
 Wilson and Horton, Ltd., corner Queen and Wyndham Streets, Auckland.  
 Worker Printery, Hobson Street, Auckland.  
 Worthington, F. J. (Worthington Press), 9-11 Southern Cross Building, Auckland.  
 Wright and Jacques, Ltd., 52-56 Albert Street, Auckland.

## SCHEDULE.

*Hours of Work.*

1. The ordinary hours of work shall not exceed forty-four 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 12 noon on Saturdays: Provided that where it is mutually agreed between the employer and workers in any particular factory the forty-four working-hours may be worked during the first five days of the week.

*Wages.*

2. (a) The minimum rates of wages for females engaged in the bookbinding, paper-ruling, envelope-making, and printers' feeders branches of the trade shall be—

				Per Week.		
				£.	s.	d.
(1)	For the first six months	..	..	0	15	0
	For the second six months	..	..	1	0	0
	For the second year	..	..	1	5	0
	For the third year	..	..	1	10	0
	For the fourth year	..	..	1	15	0
	For the fifth year	..	..	2	0	0
	And thereafter	..	..	2	5	0

(b) The minimum rates of wages for females engaged in the paper-bag-making trade shall be—

				Per Week.		
Machinists—				£.	s.	d.
(2)	For the first six months	..	..	0	11	6
	For the second six months	..	..	0	14	0
	For the second year	..	..	1	0	0
	For the third year	..	..	1	5	0
	For the fourth year	..	..	1	10	0
	And thereafter	..	..	1	15	0

(c) No deduction shall be made from the weekly wage fixed by this award, except for time lost through the worker's sickness or default.

(d) Nothing in this award shall apply to girls employed at sorting, packing, and taking-off in connection with the paper-bag-making trade.

*Overtime.*

3. (a) All overtime shall be paid for at the rate of time and a half.

(b) Overtime shall be paid for all work done in excess of eight and a half hours on five days of the week and in excess of four hours on the day of the half-holiday.

(c) When any worker is required to work overtime the employer shall give her notice thereof on the day previous to which overtime is to be worked, or pay her 1s. 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 purpose of this award.

(c) All workers shall be granted one week's holiday on full pay on 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 the first year, or if the service is terminated before the expiry of any subsequent qualifying year of service, 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. Any employee who while on holiday works for another employer in the same industry shall forfeit her holiday-pay.

(d) In lieu of paying overtime rates to workers in respect of work done on holidays, other than Good Friday or Christmas Day, the employer shall add one day on full pay to the annual holiday of such workers for each holiday so worked.

### *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 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 seven 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. The provisions of this subclause relating to the dismissal of workers shall apply, with equal effect, to any worker coming within the scope of this agreement engaged since the 24th day of March, 1930, but before the coming into force of this award, who is not a member of the union during the currency of this agreement.

(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 award of good character 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.

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

*Scope of Agreement.*

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

*Term of Agreement.*

9. This agreement shall come into force on the 6th day of January, 1933, and shall continue in force until the 30th day of November, 1933.

*Memorandum.*

It is expressly agreed that the rates of the wages herein provided shall continue in operation until 30th November, 1933, notwithstanding any general order governing wage reductions which might be issued by the Court of Arbitration in the interim.

In witness whereof the said assessors have executed these presents pursuant to the provisions of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, the day and the year first before written.

Signed by the assessors appointed on behalf of the employers—

R. L. STEWART,	} Assessors.
F. W. HICKSON,	
GILBERT S. CLARK,	

Witness to signatures—G. C. Codlin.

Signed by the assessors appointed on behalf of the union—

E. STEED,	} Assessors.
M. A. PHIPPS,	
C. BREMNER,	