

(10694.) 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, 1925 ; and in the matter of an industrial dispute between the undermentioned persons, firms, and companies (hereinafter called “ the employers ”):—

The Canterbury Gelatine Co., Ltd., 176 Hereford Street,
Christchurch

Davis Gelatine (N.Z.), Ltd., Christchurch

and

the Canterbury Freezing-works and Related Trades Industrial Union of Workers, Trades Hall, Christchurch (hereinafter called “ the union ”).

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 26th day of April, 1935, and thereafter as provided by subsection (1) (d) of section 89 of the Industrial Conciliation and Arbitration Act, 1925.

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 12th day of November, 1934.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Hours of Work.

1. (a) A 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 eight and three-quarter hours in any one day; and on one day of 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 of thirty minutes, continuous if possible.

Wages.

2. Workers may be employed at not less than the following rates of wages:—

- (a) Filter-men on continuous shifts, 1s. 10d. per hour.
- (b) Grease-press hands and grease filtermen, 1s. 9d. per hour.
- (c) Shift workers other than those mentioned in subclause (a), 1s. 8½d. per hour.
- (d) Other workers, 1s. 8d. per hour.
- (e) Men unloading trotter-pans who are actually working in the pans shall be paid 6d. per pan each extra, provided the pans are unloaded whilst hot.

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:—

Age commencing.	First Year.	Second Year.	Third Year.	Fourth Year.	Fifth Year.	Sixth Year.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under sixteen ..	12 6	17 6	22 6	30 0	37 6	47 6
Sixteen to seventeen	15 0	20 0	27 6	35 0	45 0	..
Seventeen to eighteen	17 6	25 0	32 6	42 6
Eighteen to nineteen	20 0	30 0	40 0
Nineteen to twenty	25 0	37 6

Thereafter the adult wage.

Females.

4. Females may be employed at rates not less than those fixed by the Factories Act, 1921-22.

Overtime.

5. All time worked in excess of the hours provided in clause 1 shall be considered overtime and shall be paid for at the rate of time and a quarter for the first four hours and thereafter time and a half, 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, Christmas Day, and Sovereign's Birthday.

Payment for Holidays.

7. (a) To workers other than shift workers double time shall be paid for work done on Christmas Day, Good Friday, Anzac Day, and Sundays, and time and a half on the other holidays specified in clause 6.

(b) Shift workers, including filtermen on continuous shifts, shall be paid 2s. 8d. per hour for work done on Christmas Day, Good Friday, Anzac Day, or Sundays, and 2s. 2d. 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.

Preference.

9. (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 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.

(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 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, 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.

Under-rate Workers.

10. (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.

General Provisions.

11. (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, clogs, or gum boots.

(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.

(i) Sulphur-vats shall be drained off at least four hours before men are required to work in them, where possible. In the case of any dispute as to whether it is possible to comply with this subclause the workers concerned shall have the right to appeal direct to the manager.

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 26th day of April, 1934, 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 26th day of April, 1935.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 12th day of November, 1934.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

The only matter referred to the Court related to under-rate workers. In other respects the award embodies the recommendations of the Conciliation Council, which the parties agreed to accept.

F. V. FRAZER, Judge.