

(11250.) NORTHERN INDUSTRIAL DISTRICT FLOCK, FELT, AND  
SPRING WORKERS.—AWARD.

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the Auckland United Furniture Trades (Flock, Felt, and Spring Workers Section) Industrial Union of Workers (hereinafter called “the union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

John Grant, Eureka Flock Mills, Lower Nelson Street, Auckland, C. 1.

Take Brothers, Flock, &c., Mills, 49 Sale Street, Auckland, C. 1.  
Tattersfield Ltd., Richmond Avenue, Grey Lynn, Auckland, W. 2.

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 9th day of November, 1936, and shall continue in force until the 9th day of November, 1937, 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 29th day of October, 1936.

[L.S.]

E. PAGE, Judge.

## SCHEDULE.

*Hours of Work.*

1. Forty hours shall constitute a week's work, and shall be worked from Monday to Friday inclusive.

*Wages.*

2. (a) The minimum rate of wages for male workers over twenty-one years of age shall be 2s. 0½d. per hour.

(b) Youths may be employed in the proportion of one youth to each two or fraction of two adult male workers at the following minimum weekly rates of wages :—

Age commencing at trade.	First Year.		Second Year.		Third Year.		Fourth Year.		Fifth Year.	
	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.
Under 16 years ..	15/-	20/-	25/-	30/-	35/-	40/-	45/-	52/6	62/6	72/6*
16 to 17 years ..	20/-	25/-	30/-	35/-	40/-	45/-	52/6	62/6	72/6*	..
17 to 18 years ..	25/-	30/-	35/-	40/-	45/-	52/6	62/6	72/6	*..	..
18 to 19 years ..	32/6	37/6	42/6	50/-	60/-	72/6	*..	..	..	..
19 to 20 years ..	40/-	47/6	57/6	67/6	*..	..	..	..	..	..
20 to 21 years ..	55/-	65/-	*..	..	..	..	..	..	..	..
* Thereafter adult rates										

(c) Female workers may be employed in accordance with the provisions of the Factories Act and its amendments.

*Overtime.*

3. All time worked outside or in excess of the hours prescribed in clause 1 hereof shall be overtime, and shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

*Holidays.*

4. The provisions of the Factories Act, 1921-22, and its amendments relating to holidays, statutory half-holidays, and Sundays and to payment for work done on such days shall apply hereto.

*Meal-money.*

5. When a worker is called upon to work overtime after 5.15 p.m. on Monday to Friday inclusive, the employer shall allow him meal-money at the rate of 1s. 6d. per meal, unless such worker shall have been given twenty-four hours' notice that he would be required to work overtime.

*Access to Factories.*

6. The secretary or other authorized officer of the union of workers shall, with the consent of the employer (which consent shall not be unreasonably withheld) be entitled to enter at all reasonable times upon the premises or works, and there interview any workers, but not so as to interfere unreasonably with the employer's business.

*Under-rate Workers.*

7. (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.

*Workers to be members of Union.*

8. (a) It shall not be lawful for any employer bound by this award to employ or to continue to employ in the industry to which this award relates any adult person who is not for the time being a member of an industrial union of workers bound by this award or who is not for the time being a member of a trade-union which was registered as such before the 1st day of May, 1936, and which is bound by this award :

Provided, however, that any non-unionist may be continued in employment by an employer bound by this award during any time while there is no member of a union bound by this award who is available to perform the particular work required to be done and is ready and willing to undertake it.

(b) For the purposes of subclause (a) of this clause a person of the age of eighteen years or upwards and every other person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this award for workers of the age of twenty-one years and upwards shall be deemed to be an adult.

(NOTE.—Attention is drawn to subsection (4) of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, which gives to workers the right to join the union.)

*General Conditions.*

9. (a) Employers shall provide facilities in each factory for the workers to wash their hands at lunch-time and at knocking-off time.

(b) Each employer shall provide and keep in order a suitable lunch-room for workers to eat their meals, and facilities shall be afforded for boiling water at meal-times.

(c) All tools shall be provided by the employer.

(d) A standard first-aid outfit shall be provided and maintained by the employer, and kept in a convenient place and accessible to workers for use in case of accident.

(e) A worker employed cleaning dust-boxes shall be paid double time while so employed.

(f) Female workers may be employed sorting work-room clippings or other unused material, but not sorting material that has been worn or used.

(g) Male workers while engaged in sorting unsterilized material that has been worn or used shall be paid 1s. 6d. per day extra.

*Scope of Award.*

10. This award shall operate throughout the Northern Industrial District.

*Term of Award.*

11. This award shall come into force on the 9th day of November, 1936, and shall continue in force until the 9th day of November, 1937.

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 29th day of October, 1936.

[L.S.]

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E. PAGE, Judge.

**MEMORANDUM.**

The principal matters referred to the Court related to hours, wages, overtime, holidays, meal-money, access to factories, and general conditions.

E. PAGE, Judge.

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