

## (10995.) CANTERBURY OFFICE EMPLOYEES (LAUNDRY AND DYERS AND CLEANERS)—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”):—

Armiger and Co., 51 Peterborough Street, Christchurch; and at all branches

Brown’s Highbury Laundry, 51 Peterborough Street, Christchurch; and at all branches

Taylor and Co., 57 Kilmore Street, Christchurch; and at all branches

and

The Christchurch Clerks, Cashiers, and Office Employees’ 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 from the 4th day of February, 1936, and shall continue in force until the 3rd day of February, 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 4th day of February, 1936.

[L.S.]

E. PAGE, Judge.

#### SCHEDULE.

##### *Interpretation.*

1. This award shall apply to female workers substantially employed writing, typing, or in any form of clerical work in the office in which they are engaged, and also to female workers employed in receiving depots.

##### *Hours of Work.*

2. The hours of employment shall be regulated by the Shops and Offices Act, 1921-22, and its amendments, provided that a worker shall not be employed after 1 p.m. on the day of the statutory half-holiday or after 9 p.m. on the evening of one working-day in each week other than the week in which Christmas Day falls, or after 5.30 p.m. on any of the other four working days in the week.

##### *Wages.*

3. The minimum rates of wages payable to workers covered by this award shall be not less than the following:—

	Per Week.		
	£	s.	d.
First year .. .. .	0	15	0
Second year .. .. .	1	0	0
Third year .. .. .	1	5	0
Fourth year .. .. .	1	10	0
Fifth year .. .. .	1	17	6
Thereafter .. .. .	2	5	0

Provided that a worker over the age of nineteen years at the date of her commencing work covered by this award shall be deemed to be a third-year worker and shall be paid

accordingly; and provided further that no male worker shall be employed at work covered by this award at less than the above rates.

*Overtime.*

4. All time worked in excess of the hours prescribed in clause 2 hereof shall be paid for at the rate of time and a half with a minimum of 1s. per hour.

*Terms of Engagement.*

5. (a) Except in the case of casuals the employment shall be a weekly one, and no deduction shall be made from the weekly wages provided herein except for time lost through the sickness, accident, or default of the worker.

(b) Except in the case of casuals not less than seven days' notice shall be given by either party of the termination of the employment, but nothing in this clause shall prevent any employer from summarily dismissing any worker for wilful misconduct.

*Payment of Wages.*

6. Wages shall be paid weekly, in cash, and in working-time on any day other than Saturday.

*Casual Workers.*

7. (a) Casual workers may be employed at not less than 25 per cent. over the above rates, but by the hour, with a minimum employment of four hours upon any one engagement.

(b) A "casual" worker shall be deemed to mean one who is not employed continuously for more than two weeks.

*Holidays.*

8. (a) The following shall be the recognized holidays: New Year's Day, 2nd January, Show Day, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, and Boxing Day.

(b) Workers required to work on Sundays, Christmas Day, or Good Friday shall be paid at double time rates, and where they are required to work on any of the other specified holidays or on any days observed in lieu thereof, they shall be paid at the rate of time and a half for such work. The said payments shall be in addition to the ordinary weekly wage.

(c) One holiday of one week on full pay shall be granted to each worker under this award upon completion of each year of service, and at a time to be mutually arranged between the employer and the worker.

(d) Any worker who has completed six months' service leaving the service of the employer, otherwise than for dismissal for misconduct, shall be granted pay in lieu of the holiday mentioned in the preceding subclause in proportion to her length of service.

*Tea-money.*

9. Wherever possible twenty-four hours' notice shall be given to any employees who are required to work overtime, and employees working overtime shall be allowed 1s. 3d. tea-money.

*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.

*Scope of Award.*

11. This award shall operate throughout the Canterbury Industrial District.

*Term of Award.*

12. This award shall come into force on the 4th day of February, 1936, and shall continue in force until the 3rd day of February, 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 4th day of February, 1936.

[L.S.]

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E. PAGE, Judge.

**MEMORANDUM.**

The only matter referred to the Court related to under-rate workers and the scope of the award. In other respects the award embodies the recommendations arrived at by the Assessors in Conciliation Council.

E. PAGE, Judge.

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