

WELLINGTON INDUSTRIAL DISTRICT **METER MAKERS AND REPAIRERS.**—AWARD.

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the Wellington Branch of the Amalgamated Engineering and Allied Trades Industrial Union of Workers (hereinafter called “the union”) and the undermentioned firms and companies (hereinafter called “the employers”) :—

Alder and Mackay, Ltd., Halleys Lane, Wellington  
Hibberd, Son, and Burns, Ltd., corner of Tory and Vivian Streets, Wellington.

Parkinson and Cowan (Australia Ltd.), Ballance Street, Wellington.

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 1st day of

January, 1938, 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 22nd day of February, 1937.

[L.S.]

E. PAGE, Judge.

### SCHEDULE.

#### *Hours of Work.*

1. Forty hours shall constitute a week's work, which shall be worked on five days of the week, Monday to Friday inclusive, made up of eight hours to be worked between the hours of 7.30 a.m. and 5 p.m. The time of starting work may be varied by agreement with the union.

#### *Definition.*

2. Process worker means a worker engaged on—

- (1) Repetition work on any automatic or semi-automatic or single-purpose machines, or any machine fitted with jigs, gauges, or other tools rendering operations mechanical and in connection with which he is not responsible for the setting-up of the machine nor for the dimensions of the product other than by checking with gauges, which gauges shall be either unadjustable or if adjustable shall not be set by the operator; or/and
- (2) In specialized processes using electric spot or butt welding machines.

#### *Wages.*

3. The minimum rate of wages to be paid to workers covered by this award shall be—

	Per Hour.	
	s.	d.
(a) Tin-meter makers and/or repairers .. .. .	2	7
(b) Cast-iron-meter makers and/or repairers .. .. .	2	4½
(c) Chargemen: Where a worker has been specially directed by his employers to take charge of any job, and has under his control not less than two tradesmen, such worker shall receive 1s. 6d. per day extra.		
(d) Testers .. .. .	2	4½
(e) Process workers .. .. .	2	2½
(f) Labourers .. .. .	2	2½

*Improvers.*

4. (a) Any worker having served five years as a tin-meter maker or repairer may be employed as an improver for a period of twelve months at a minimum rate of 2s. 4½d. per hour.

(b) Any worker having served five years as a cast-iron-meter maker or repairer may be employed as an improver for a period of twelve months at a minimum rate of 2s. 3d. per hour.

*Youths.*

5. (a) Proportion: Assembly and meter making (cast iron)—one youth to three adults; assembly and meter making (tin plate)—one youth to four adults.

(b) Wages: Boys and youths under twenty-one years of age may be employed on such light manufacturing work as is agreed in accordance with the provisions of subclause (a) hereof.

The minimum rates of wages payable to such boys and youths shall be in accordance with the following scale:—

Age commencing	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Seventh Six Months.	Eighth Six Months.	Ninth Six Months.	Tenth Six Months.
Under 16 ..	17/6	22/6	27/6	32/6	37/6	42/6	47/6	52/6	57/6	62/6
16 to 17 ..	20/-	25/-	30/-	35/-	40/-	45/-	50/-	55/-	60/-	62/6
17 to 18 ..	27/6	32/6	37/6	42/6	47/6	52/6	57/6	62/6	..	..
18 to 19 ..	30/-	35/-	40/-	45/-	50/-	55/-	..	..	..	..
19 to 20 ..	40/-	45/-	50/-	55/-	..	..	..	..	..	..
20 to 21 ..	50/-	55/-	..	..	..	..	..	..	..	..

and thereafter not less than the wage provided for process workers.

*Overtime.*

6. (a) Overtime may be worked as required, provided that no worker shall be required to work on Friday night.

(b) For all work done in excess of eight hours in any one day, overtime shall be paid at the rate of time and a half for the first four hours and double time thereafter.

(c) The employer shall pay meal-money to any worker who is called upon to work overtime after 5 p.m. at the rate of 1s. 6d. per meal, unless notice has been given the previous day.

(d) All hours worked on Saturday afternoon shall be paid for at the rate of double time.

*Holidays.*

7. (a) The following holidays shall be allowed without deduction from wages: A whole holiday on every Christmas

Day, Boxing Day, New Year's Day, Anniversary Day, Good Friday, Easter Monday, Anzac Day, Labour Day, and birthday of Reigning Sovereign.

(b) Time worked on any of the above-named holidays or on Sundays shall be paid for at twice the ordinary rate.

(c) Payment of wages for the said holidays shall be made to all persons who have been employed in the factory:—

(i) In the case of Christmas Day, Boxing Day, New Year's Day, Good Friday, or Easter Monday—at any time during the fortnight ending on the day on which the holiday occurs:

(ii) In the case of any other whole holiday—for at least four days during the week ending on the day on which the holiday occurs.

(d) In addition to the public holidays mentioned in sub-clause (a) of this clause, all workers shall be entitled to a whole holiday on each of the ordinary working-days between the evening of December 23rd and the morning of January 3rd, and shall be paid for these days at the ordinary rate of pay.

#### *Lockers and other Conveniences.*

8. (a) Suitable accommodation shall be provided for the safekeeping of workers' clothes, also washing facilities with a sufficient supply of hot water in case of accidents, and also boiling water for meal-times.

(b) Rubber aprons shall be supplied to workers where necessary.

#### *First-aid Kits.*

9. St. John or other standard first-aid kits shall be provided in all factories, and shall be accessible to employees at all times. A representative of the union shall have the right to inspect the kit at any time.

#### *Union Officials' Right of Entry.*

10. The union secretary or any other person duly appointed shall be allowed access to any works at any time, with the consent of the employer (such consent not to be unreasonably withheld) for the purpose of interviewing any worker coming within the scope of this award upon business connected therewith, or the employer shall give recognition to any worker who is appointed shop-steward for the particular department in which he is employed.

#### *Disputes.*

11. The essence of this award being that the work of the employers shall not on any account whatsoever be impeded, but

shall always proceed as if no dispute had arisen, it is provided that if any dispute or difference shall arise between the parties bound by this award or any of them, as to any matter whatsoever arising out of or connected therewith and not dealt with in this award every such dispute or difference shall be referred to a committee to be composed of two representatives of each side, together with an independent chairman to be mutually agreed upon, or, in default of agreement, to be appointed by the Conciliation Commissioner for the district. Either side shall have the right to appeal to the Court within fourteen days after such decision has been made known to the party desirous of appealing.

*Workers to be Members of Union.*

12. (a) It shall not be lawful for any employer bound by this award to employ or to continue to employ, in any position or employment subject to this award, 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 any position or 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.)

*Under-rate Workers.*

13. (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.*

14. This award shall operate throughout the Wellington Industrial District.

*Term of Award.*

15. This award, in so far as it relates to wages, shall be deemed to have come into force on the 1st day of January, 1937, 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 1st day of January, 1938.

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 22nd day of February, 1937.

[L.S.]

E. PAGE, Judge.

MEMORANDUM.

The only matters referred to the Court related to membership of the union and under-rate workers. In other respects the award embodies the recommendations arrived at by the assessors in Conciliation Council.

E. PAGE, Judge.