

WELLINGTON INDUSTRIAL DISTRICT **LAUNDRY WORKERS.**—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 Laundry Workers, Dyers, and Dry Cleaners Industrial Union of Workers (hereinafter called “the union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

American Dry Cleaners, Ltd., 9 Kent Terrace, Wellington, C. 3.
 Briascos Ltd., Dry Cleaners, &c., 55 Emerson Street, Napier.
 Coo-ee Tailoring and Dry-cleaning Co., Dry Cleaners, &c.,
 268A Cuba Street, Palmerston North.

Crown Laundry, Hospital Road, Wellington, S. 1.
 Dominion Dyeing and Cleaning Co., Ltd., Nelson Street, Petone.
 Economic Bag Wash, Cook Street, Palmerston North.

Estall's Steam Dye-works, 85 Vivian Street, Wellington, C. 3.
 Hastings Steam Laundry Co., Lyndon Road, Hastings.

Haywards Hand Laundry, Aramoho, Wanganui.

Hawke's Bay Hospital Board (E. T. Rees, Secretary), Napier.

Ideal Bag Wash Laundry, 201 Esplanade, Petone.

Magic Dry Cleaners, Ltd., 41 Courtenay Place, Wellington, C. 3.

Palmerston North Hospital Board (A. J. Phillips, Secretary),
 Palmerston North.

Palmerston North Steam Laundry Co., 294 Broadway, Palmerston North.

Petone Steam Laundry, Ltd., Tory Street, Petone.

Reliance Dry-cleaning Co., 93 Ellice Street, Wellington, E. 1.

Robertson, A., and Co., Dyers and Cleaners, 37 Ghuznee Street,
 Wellington.

Taylor, B., City Dye-works, 5 Manners Street, Wellington, C. 1.

Union Steamship Co., Ltd., Evans Bay Laundry, Wellington,
 E. 2.

Valet Dry-cleaning Service, Dry Cleaners, Main Street, Palmerston North.

Victoria Laundry Co., Ltd., 88-98 Hanson Street, Wellington,
 S. 1.

Wairarapa Hospital Board (Norman Lee, Secretary), Masterton.

Wanganui Hospital Board (L. V. Kerby, Secretary), Wanganui.

Wanganui Steam Laundry Co., 64 Harrison Street, Wanganui.

Wellington Dry Cleaning Co., Ltd., 9 Leeds Street, Wellington,
 C. 2.

Wellington Hospital Board, Newtown, 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 from the 15th day of March, 1937, and shall continue in force until the 15th day of March, 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 2nd day of March, 1937.

[L.S.]

E. PAGE, Judge.

SCHEDULE.

Hours of Work.

1. (a) The ordinary hours of work for workers other than depot hands shall not exceed forty per week, and, except as hereinafter provided, shall be worked on five days of the week, Mondays to Fridays, both days inclusive, between the hours of 8 a.m. and 5 p.m., except that on Fridays the finishing-hour for packers may be 6 p.m.

(b) The ordinary hours of work for depot hands shall be forty-four per week, to be worked on five and a half days.

(c) The Union Steamship Co., Ltd., may employ on Saturday mornings its factory manager and such packers as are reasonably necessary to meet the requirements of ships arriving or sailing on Saturday.

Wages.

2. The following shall be the minimum rates of wages :—

(a) Male Workers :—

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 the following rates :—	Per Week.		
	£	s.	d.
Laundry workers	4	10 0
Dry cleaners and carpet-cleaners	4	15 0
Journeymen dyers	6	0 0

(b) Female workers :—

Age commencing at Trade.	First Year.		Second Year.		Third Year.		Fourth Year.	
	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.
Under 16 years ..	15/-	19/-	23/-	27/-	31/-	35/-	40/-	40/-
16 to 17 years ..	17/6	21/6	25/6	29/6	33/6	37/6	40/-	40/-
17 to 18 years ..	20/-	24/-	28/-	32/-	36/-	40/-	40/-	..
18 to 19 years ..	22/6	26/6	30/6	35/-	40/-	40/-	..	..
19 to 20 years ..	25/-	30/-	35/-	40/-	40/-	..	..	..
20 to 21 years ..	27/6	33/6	40/-	40/-	..	..	..	..

Thereafter £2 5s. per week.

Hand ironers and depot hands, 5s. per week extra.

(c) Sorters and Packers: Sorters and packers (male or female) shall receive 5s. per week above the foregoing rates.

(d) Foremen and Forewomen: In addition to the rates of wages set out above, foremen and forewomen shall be paid a further sum of 10s. per week in excess of the rate received by the highest paid worker.

(e) Hospital Laundries: In hospital laundries where workers have to handle materials which are recognized as septic, the rates of wages for such work shall be increased by 25 per cent. whilst such materials are being handled.

(f) Casual Workers: Casual workers shall be paid one-third more than the weekly rates, exclusive of washerwomen employed by the day. A "casual worker" is one employed for less than one week.

Casual washerwomen	Per Day.		
	s.	d.	
..	10	0

(g) No worker of the age of twenty-one years and upwards shall be paid less than the basic wage for the time being prevailing.

Payment of wages.

3. All wages, including overtime, shall be paid weekly before the ordinary hour of ceasing work on Friday.

Overtime.

4. All time worked outside of and in excess of the hours mentioned in clause 1 shall be paid for at the following rates: For the first four hours, time and a half; thereafter, double time.

Double time rates shall commence from the hour of 9.30 p.m.

All overtime work done up to half an hour shall be deemed to be half an hour for the purpose of computing overtime payable, and all work done for any period exceeding half an hour and up to one hour shall count as one hour in the computation of overtime.

Holidays.

5. (a) The following shall be recognized holidays: New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, the birthday of the reigning Sovereign, Christmas Day, and Boxing Day.

(b) An annual holiday of one week on full pay shall be granted to every worker on completion of twelve months' service, calculated as from the date of the coming into force of this award or from the date he or she may hereafter enter the employment. Such holiday shall be given at a time suitable to the employer. Any worker leaving the employment after becoming entitled to an annual holiday but not having received same shall be paid one week's wages in lieu thereof.

Term of Engagement.

6. Unless otherwise specified, the engagement shall be deemed to be a weekly engagement, and no deduction shall be made from the wages of any employee unless on account of the default or sickness of the worker.

Termination of Engagement.

7. One week's notice shall be given by either party wishing to terminate the engagement.

Proportion of Juniors.

8. The proportion of juniors to adult workers shall be one junior to three adult workers, or a fraction thereof. An employer, if he actually works, shall count as an adult worker for the purpose of this clause. A "male junior worker" shall be a worker who is under twenty-one years of age; a "female junior worker" shall be a worker who is under eighteen years of age.

General Conditions.

9. (a) No person under the age of fifteen years shall be employed upon a machine.

(b) In the event of workers being called upon to work more than one and a half hours' overtime without notice having been given the previous day, a meal shall be provided at the employer's expense, or an equivalent of 1s. 6d. shall be paid.

(c) If any worker is required to work in any department other than that in which he or she is usually employed, the rate of wages to be paid shall be that prevailing in such other department, provided such rate is not less than that prevailing in the worker's usual department.

(d) Where any worker is in receipt of a higher rate of wages than that provided in this award, such wages shall not be reduced.

(e) A "foreman" or "forewoman" is a worker who is responsible for the work of the department, or is in charge of three or more hands.

(f) A rest-room shall be provided for women workers.

(g) Ten minutes shall be allowed each morning for tea or "smoke-oh."

(h) Gum boots and aprons shall be provided for washhouse and dye-house hands: Provided that not more than one pair of gum boots and one apron shall be supplied to a worker in a year.

(i) A satisfactory dining-room shall be provided in all laundries, dyeing and dry-cleaning establishments.

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.

Workers to be Members of Union.

11. (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.)

Scope of Award.

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

Term of Award.

13. This award shall come into force on the 15th day of March, 1937, and shall continue in force until the 15th day of March, 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 2nd day of March, 1937.

[L.S.]

E. PAGE, Judge.

MEMORANDUM.

The principal matters referred to the Court related to hours, wages, holidays, and general conditions. In other respects the award embodies the recommendations arrived at by the assessors in Conciliation Council.

E. PAGE, Judge.