

WELLINGTON INDUSTRIAL DISTRICT **WOOLSCOURERS.**—  
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 Wool Scouring Employees' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Bourke, J. J., and Co., Ltd., Lower Hutt.  
Butcher Bros., Greenmeadows, Hawke's Bay.  
Commission Woolscourers, Ltd., Seaview Road, Lower Hutt.  
Dean Bros., Clive, Hawke's Bay.  
Farmers' Woolscouring Co., Box 46, Napier.  
Hammond, C., Woolscourer, Aramoho, Wanganui.  
Hill, Walter, and Sons, Ltd., Castlecliff, Wanganui.  
Kawa Wool Co., Ltd., Feilding.  
Tucker, W., Ltd., Whakatu, Hastings.  
Weaver Bros., Riverslea, Hastings.  
Westcott Wool Scouring Co., Whakatu, Hawke's Bay.  
Wood, F., Aramoho, Wanganui.  
Wood and Heywood, Aramoho, Wanganui.

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 31st day of August, 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 10th day of May, 1937.

[L.S.]

E. H. NORTHCROFT, Judge.

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SCHEDULE.

*Hours of Work.*

1. (a) A week's work shall consist of forty-four hours, to be worked between the hours of 8 a.m. and 5 p.m. on five days of the week, Monday to Friday inclusive, and between the hours of 8 a.m. and 12 noon on Saturday.

(b) Shifts of not more than eight hours may be worked on five days of the week and for four hours on Saturday mornings. Thirty minutes for meals shall be allowed out of each shift without deduction from wages. Workers shall be entitled to a change of shifts on alternate weeks. No worker under the age of eighteen years shall be allowed on morning or evening shifts.

(c) Adult workers employed on shift work between the hours of 6 p.m. and 6 a.m. shall receive 1d. per hour extra. Workers eighteen years of age or over, but under twenty-one years, employed on shift work between the hours of 6 p.m. and 6 a.m., shall receive  $\frac{1}{2}$ d. per hour extra.

*Overtime.*

2. Except where otherwise provided, all time worked in excess of the hours mentioned in clause 1 hereof in any one day, shall be considered overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter, except that this shall apply to men on shift only after eight hours have been worked.

*Holidays.*

3. Holidays shall be in accordance with the Factories Act, 1921-22, and its amendment.

In addition an annual picnic day, without deduction from pay, shall be given on a day to suit the employer, to be arranged between the employer and the workers. Any employee not attending, unless due to sickness or circumstances beyond his control, shall not be paid for this holiday.

*Payment of Wages.*

4. Wages shall be paid weekly, not later than Thursday, in the employer's time. Any error or omission in the pay-sheet shall be adjusted within forty-eight hours.

*Rates of Pay.*

5. (a) Wool sorters or classers, 2s. 3½d. per hour.

(b) All other adult workers, 2s. 1½d. per hour.

(c) Any worker, between the hours of 6 p.m. and 6 a.m., when required to attend to any blockage or maintenance of the scour's water-channel from the river inlet to the scour, or any other source of water-supply, shall be afforded sufficient time to cool off before proceeding out into the open air, and shall be paid at the rate of double time whilst so engaged. A minimum of one hour's payment shall be made.

(d) Workers engaged cleaning boilers and dryers whilst hot shall be paid at the rate of time and a half whilst so engaged. A minimum of half an hour's payment shall be made.

*Employment of Youths.*

6. (a) Subject to the provisions of the Factories Act, 1921-22, and its amendment, boys and youths may be employed at not less than the following rates of wages:—

			Per Week.		
			£	s.	d.
Under sixteen	..	..	1	0	0
Sixteen to sixteen and a half	..	..	1	5	0
Sixteen and a half to seventeen	..	..	1	10	0
			Per Hour.		
			s.	d.	
Seventeen to eighteen	..	..	1	0	
Eighteen to nineteen	..	..	1	3	
Nineteen to twenty	..	..	1	6	
Twenty to twenty-one	..	..	1	9	

And thereafter the minimum rate for adult workers.

(b) The proportion of boys and youths shall not be more than one boy or youth to every four adult workers.

*Cadet Sorters.*

7. (a) Boys, youths, and girls of sixteen years of age to twenty years of age may be employed by an employer in the proportion of one cadet—boy, youth, or girl—to every four adult sorters.

(b) Preference shall be given to boys and youths already employed under clause 6, "Employment of Youths."

Subject to the provisions of the Factories Act, 1921–22, and its amendment, rates of pay shall be as follows:—

			Per Week.		
			£	s.	d.
Under sixteen	..	..	1	0	0
Sixteen to sixteen and a half	..	..	1	5	0
Sixteen and a half to seventeen	..	..	1	10	0
			Per Hour.		
			s.	d.	
Seventeen to eighteen	..	..	1	0	
Eighteen to nineteen	..	..	1	3	
Nineteen to twenty	..	..	1	6	
Twenty to twenty-one	..	..	1	9	

*Annual Holidays.*

8. (a) All workers after twelve months' continuous service shall be granted an annual holiday of one week on full pay.

(b) If any worker shall work over six months and less than twelve months he shall be paid a proportionate holiday allowance.

(c) If any worker shall work over three months and less than six months he shall be paid a proportionate holiday allowance.

*Stacking Bales of Wool.*

9. When workers are engaged stacking bales of wool exceeding 224 lb., not less than four adult workers shall constitute the gang.

*Notice of Overtime.*

10. When workers are ordered back to work after 6 p.m. on any day, the employer shall provide light refreshments, unless such workers have been notified on the previous day that they will be required to work overtime: Provided that this clause shall not apply if some other mutual agreement is made between the workers and the employer, or such workers can reasonably get to their homes or lodgings to obtain a meal.

*Register of Employees.*

11. All employers employing more than five workers shall keep a book showing the names and addresses of all workers hereafter engaged. Such book shall be available to the secretary of the union or the union's representative.

*General Conditions.*

12. (a) A "smoke-oh" of not less than ten minutes shall be allowed in the morning and afternoon without deduction from wages.

(b) All workers shall be supplied with the necessary aprons and gum boots.

(c) Any worker, not having been informed that there will be no work on any day, who presents himself at the works, shall in the event of there being no work receive not less than two hours' work or pay. In the case of weather conditions affecting green drying this clause shall not apply on more than one day in any week.

(d) Full and proper provision shall be made for lavatory accommodation, which shall be kept clean and tidy to the satisfaction of the local Inspector of Factories.

(e) A suitable shed for employees' bicycles shall be provided.

(f) A supply of boiling water suitable for refreshment, or hot-water urn, shall be available at "smoke-oh" and meal-times.

(g) Running water of good quality suitable for drinking shall be provided.

(h) Adequate lighting shall be provided in all departments where necessary.

(i) Suitable provision shall be made for dressing-room, dining-room, and drying-room.

(j) Employers shall keep a clock going, placed in a prominent position in each department where men are working continuously.

(k) Pressers shall not be required to press wool within a reasonable distance of any dryer.

(l) Adequate provision shall be made to allow the hot draught to escape out of the building.

*Disputes.*

13. If any matter not provided for or if any dispute or difference shall arise between the parties bound by this award, or any of them, whether as to its construction or meaning, or as to any other matter whatsoever arising out of or connected therewith, every such dispute or difference as the same shall arise shall be referred to a committee to be composed of three

representatives of the union and three representatives of the employers for their decision. The decision of a majority of the committee shall be binding, and if they are unable to arrive at a decision, either party may refer the matter in dispute to the Conciliation Commissioner for settlement.

*Right of Entry.*

14. The union representative shall be allowed to visit the works to deal with any matter arising out of this award, but not so as to interfere unreasonably with the employer's business.

*Under-rate Workers.*

15. (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.*

16. (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.*

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

*Term of Award.*

18. This award, in so far as it relates to wages, shall be deemed to have come into force on the 26th day of November, 1936, 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 31st day of August, 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 10th day of May, 1937.

[L.S.]

E. H. NORTHCROFT, Judge.

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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. H. NORTHCROFT, Judge.