

NORTHERN INDUSTRIAL DISTRICT ROPE AND TWINE 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 Rope and Twine Workers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned companies (hereinafter called "the employers") :—

Donaghy's Rope and Twine Co., Ltd., Stanley Street, Auckland.

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 14th day of May, 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 14th day of May, 1937.

[L.S.]

E. H. NORTHCROFT, Judge.

## SCHEDULE.

*Interpretation.*

1. This award shall apply to all workers employed by the employer except clerical and office workers and workers specifically provided for in other awards.

*Hours of Work.*

2. (a) Except as otherwise provided the ordinary hours of work shall not exceed eight hours per day on Mondays to Fridays, both days inclusive, to be worked between the hours of 7.45 a.m. and 5 p.m.

(b) The ordinary hours of work for storemen shall not exceed forty per week. The daily hours may be arranged by the employer between 7.45 a.m. and 5 p.m. on Mondays to Fridays, both days inclusive, and between 7.45 a.m. and noon on Saturdays.

(c) Notwithstanding anything contained in this award, subsection (4) of section 3 of the Factories Amendment Act, 1936, relating to the employment of workers for the purpose of raising steam, and in making preparations for the work of the factory, shall be deemed to be incorporated herein.

(d) Not more than four and three-quarter hours shall be worked continuously without an interval of not less than three-quarters of an hour for a meal.

(e) Night shifts: Night shifts may be worked subject to the following conditions:—

- (i) Not more than five shifts of eight hours each shall be worked in any one week.
- (ii) In the case of a night-shift worker overtime shall only be payable for work done in excess of eight hours on any one shift, or in excess of forty hours in any one week.
- (iii) A shift worker shall be allowed half an hour crib-time without deduction from pay.
- (iv) Workers employed on night shift shall be paid 3d. per hour in addition to the rates prescribed for day workers.

*Wages.*

3. The minimum rates of wages shall be as follows:—

		Per Hour.	
		s.	d.
Head ropemaker	.. ..	2	7 $\frac{1}{4}$
Assistant ropemaker	.. ..	2	3 $\frac{1}{4}$
Leading hand on first spreader (male)	.. ..	2	2 $\frac{3}{4}$
General hands	.. ..	2	1 $\frac{1}{2}$

*Boys and Youths.*

4. The minimum rates of wages for boys and youths, shall be as follows:—

	Per Week.		
	£	s.	d.
For the first six months .. ..	0	18	6
For the second six months .. ..	1	2	6
For the third six months .. ..	1	7	6
For the fourth six months .. ..	1	15	0
For the third year .. ..	2	2	6
For the fourth year .. ..	2	12	6
For the fifth year .. ..	3	2	6

And thereafter the rate for adult general hands: Provided, however, that a worker twenty-one years of age or upwards shall be paid not less than the basic wage for the time being prevailing.

*Female Workers.*

5. The minimum rates of wages for female workers shall be as follows:—

	Per Week.		
	£	s.	d.
For the first six months .. ..	0	15	0
For the second six months .. ..	0	19	0
For the third six months .. ..	1	3	0
For the fourth six months .. ..	1	7	0
For the fifth six months .. ..	1	11	0
For the sixth six months .. ..	1	15	0
For the fourth year .. ..	2	0	0
And thereafter .. ..	2	5	0

Provided, however, that a worker twenty-one years of age or upwards shall be paid not less than the basic wage for the time being prevailing.

*Terms of Employment.*

6. (a) The employment of youths and females shall be deemed to be a weekly employment, and no deduction shall be made from the weekly wage prescribed in clauses 4 and 5 respectively, except for time lost through the worker's default or sickness or through no fault of the employer.

(b) Not less than one week's notice shall be given by either party of the termination of the employment, but nothing in this clause shall prevent the employer from dismissing summarily any worker for wilful misconduct.

*Holidays.*

7. (a) The provisions of the Factories Act, 1921-22, and its amendment, as modified in respect of any factory, works, or

industry by regulations under section 47 of the Finance Act, 1936, relating to holidays, statutory half-holidays, and Sundays, and to payment for work done on such days shall apply hereto.

(b) The day following New Year's Day and Anniversary Day shall be recognized holidays, but no worker shall be entitled to payment for such days unless he works, in which case he shall be paid for the time worked at the rate of double time

*Meal-money.*

8. Employers shall give twenty-four hours' notice of overtime; failing that, they shall allow meal-money at the rate of 1s. 6d. per meal where workers are required to work overtime after 6 p.m., provided that such workers cannot reasonably get home to their meals.

*Overtime.*

9. (a) All time worked on any day outside of or in excess of the hours prescribed in clause 2 of this award shall be deemed to be overtime and shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

(b) Whenever possible workers shall not be required to work overtime on Friday nights.

*Payment of Wages.*

10. Wages shall be paid not later than Friday in each week and within ten minutes of knocking-off time.

*Accidents.*

11. A St. John Ambulance first-aid outfit, fully equipped, shall be kept in a convenient and accessible place in the factory; and also convenience for supplying hot water at short notice,

*Conveniences.*

12. (a) Employers shall provide proper sanitary conveniences which shall be kept clean by the employer.

(b) Provision shall be made for suitable dining and dressing accommodation; also facilities for boiling water at meal-times.

(c) These conveniences shall be arranged by the employer and the secretary of the union, and shall be kept clean by the employer.

*Termination of Employment.*

13. All wages shall be paid on the dismissal of the worker. When a worker leaves his employer on his own accord all wages due to him shall be paid by the employer within twenty-four hours.

*Matters not provided for.*

14. Any dispute in connection with any matters not provided for in this award shall be settled between the particular employer concerned and the executive of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the Conciliation Commissioner for the district, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, may appeal to the Court upon giving written notice of such appeal to the other party within seven days after such decision shall have been communicated to the party desiring to appeal.

*Access to Factory.*

15. Every employer bound by this award shall permit the secretary or other authorized officer of the union of workers to enter at all reasonable times (to be mutually arranged between the employer and the union) upon the premises or works and there interview any workers, but not so as to interfere unreasonably with the employer's business.

*General Conditions.*

16. (a) When necessary the employer shall supply female workers with smocks, and when supplied, they shall be laundered and kept in good order by the worker.

(b) The employer shall supply polishers and tar-room men with waterproof aprons.

*Workers to be Members of Union.*

17. (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.*

18. (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.

*Extension of Hours under Factories Act.*

19. Pursuant to the provisions of section 3 of the Factories Amendment Act, 1936, the limits of hours fixed by subsection (1) of that section are hereby extended in the manner and to the extent set forth in this award in respect of the employer bound by the provisions thereof.

*Scope of Award.*

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

*Term of Award.*

21. This award, in so far as it relates to wages, shall be deemed to have come into force on the 10th day of December, 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 14th day of May, 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 14th day of May, 1937.

[L.S.]

E. H. NORTHCROFT, Judge.

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MEMORANDUM.

This award embodies the recommendations arrived at by the assessors in Conciliation Council.

E. H. NORTHCROFT, Judge.

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