

CANTERBURY **BACON WORKERS.**—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 Canterbury Freezing Works and Related Trades Employees' Industrial Union of Workers (hereinafter called "the union") and the under-mentioned persons, firms, and companies (hereinafter called "the employers") :—

Alpine Dairy Co., Ltd., Timaru.

Canterbury Frozen Meat Co., Ltd., Belfast.

Caroline Dairy Co., Ltd., Timaru.

Flutes Ltd., Bacon-curers, Bromley, Christchurch.

Green, T. H., and Co., Ltd., Christchurch.

Kineads Ltd., Colombo Street, Christchurch.

McCallum Bros., Temuka.

Sheehan, T., North Canterbury Bacon Co., Kaiapoi.

Wardell Bros., Ltd., Christchurch.

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 22nd day of April, 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 April, 1937.

[L.S.]

E. H. NORTHCROFT, Judge.

SCHEDULE.

Hours of Work.

1. (a) The hours of work shall not exceed forty-four per week, and shall be worked between the hours of 7.30 a.m. and 5 p.m. on five days of the week. Each day's work shall not exceed eight hours, and on Saturday not more than four hours between the hours of 7.30 a.m. and 12 noon.

(b) One hour shall be allowed for all meals, except where otherwise mutually arranged to the satisfaction of a majority of the workers in any department of the works.

Wages.

2. The following shall be the minimum rates of wages for the several classes of workers covered by this award:—

				Per Week.		
				£	s.	d.
Head curer	..	..	..	5	5	0
				Per Hour.		
				s.	d.	
Slaughtermen, scalders, cutters-up, and rollers	..	..	..	2	4½	
Cellarmen	..	..	..	2	1¾	
Lard-makers, store-hands, and all other workers	..	..	..	2	0	

Employment of Youths.

3. Boys and youths may be employed at the discretion of the employer at not less than the following rates of wages:—

				Per Week.		
				s.	d.	
First six months	..	..	..	15	0	
Second six months	..	..	..	20	0	
Third six months	..	..	..	25	0	
Fourth six months	..	..	..	30	0	
Fifth six months	..	..	..	35	0	
Sixth six months	..	..	..	40	0	
Fourth year of service	..	..	..	47	6	
Fifth year of service	..	..	..	55	0	

Provided that workers of the age of twenty-one years and upwards shall be paid not less than the basic wage for the time being prevailing.

The proportion of boys or youths shall not be more than one to four or fraction of four adult workers.

Overtime.

4. 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 four hours, and double time thereafter.

Holidays.

5. (a) All workers shall receive the following holidays in each year: New Year's Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Sovereign's Birthday, Labour Day, Show Day, Christmas Day, and Boxing Day.

(b) All holidays mentioned in subclause (a) hereof, other than Easter Saturday and Show Day, shall be subject to the conditions of section 14 (2) of the Factories Amendment Act, 1936, and shall be paid for in accordance with the provisions of such section as ordinary working-days of eight hours each.

(c) All work performed on the holidays mentioned in subclause (a) hereof, other than Easter Saturday and Show Day, shall be paid for at double rates in addition to the ordinary rates payable under subclause (b) hereof, and work done on Easter Saturday and Show Day shall be paid for at time and a half rates.

(d) All work performed on Sundays shall be paid for at double rates.

Payment of Wages.

6. (a) Wages shall be paid weekly in the employer's time. Two days' lie-time shall be allowed. Any error or omission in the pay-sheets shall be adjusted within forty-eight hours.

(b) If a worker leaves his employment with the employer's consent or is dismissed by his employer, his wages shall be paid in cash immediately following such leaving or dismissal.

(c) Where wages are weekly, no deduction shall be made therefrom save for time lost through the worker's sickness, accident, or default.

General Conditions.

7. (a) Ten minutes spell without stoppage of pay shall be allowed all hands for "smoke-oh" every morning and afternoon.

(b) Disinfectant shall be supplied in any department where necessary.

(c) Suitable facilities for dressing shall be provided, with provision for drying wet clothes.

(d) A St. John ambulance or similar first-aid outfit shall be provided in each factory.

(e) Slaughterhouse hands shall be supplied with clogs and canvas material for leggings and aprons.

(f) A sufficient supply of good boiling water shall be provided convenient to the dressing-room.

(g) Sufficient drinking-water of good quality shall be available.

(h) 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 Awards.

(i) Boys and youths under eighteen years of age shall not be allowed to work under water-spray.

Disputes Committee.

8. Anything not provided for in this award, or any dispute that may arise over anything that is provided for in this award, shall be mutually arranged between two representatives of the union and the works manager. In the event of their being unable to agree, the matter shall be referred to the Conciliation Commissioner for settlement. Either side, if dissatisfied with the decision of the Conciliation Commissioner, shall have the right to appeal to the Court.

Workers to be Members of Union.

9. (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.

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, 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 22nd day of April, 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 April, 1937.

[L.S.]

E. H. NORTHCROFT, Judge.

MEMORANDUM.

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

The Court has fixed a 44-hour week in this industry because the parties have agreed on such hours.

E. H. NORTHCROFT, Judge.