

AUCKLAND (TEN-MILES RADIUS) **FEMALE BOXMAKERS.—**  
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 City Female Printing and Related Trades Industrial Union of Workers (hereinafter called “the union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

- Abel Dykes, Ltd., 96 Lorne Street, Auckland, C. 1.
- Auckland Master Printers and Allied Trades Industrial Union of Employers, The, Auckland.
- Banks Box Co., Ltd., The, corner of Lorne and St. Paul Streets, Auckland, C. 1.
- Caxton Printing Works, Ltd., Spencer Buildings, Kingston Street, Auckland, C. 1.
- Clark and Matheson, Ltd., 101–107 Albert Street, Auckland, C. 1.
- Collins Bros. and Co., Ltd., Wyndham Street, Auckland, C. 1.
- Dawson Printing Co., Ltd., 96 Vincent Street, Auckland, C. 1.
- Empire Box Co., Ltd., 365 Broadway, Newmarket, Auckland, S.E. 1.
- Gillman, T. R., Ltd., 36 Grey Street, Onehunga, Auckland, S.E. 5.
- Herald Printing Works, Queen and Wyndham Streets, Auckland, C. 1.
- Jenkins, J. E., and Co., Ltd., 46 Victoria Street, Auckland, C. 1.
- Leightons Ltd., High Street, Auckland, C. 1.
- New Zealand Newspapers, Ltd., 20 Shortland Street, Auckland, C. 1.
- Paper Bags, Ltd., 13–15 Nelson Street, Auckland, C. 1.
- Queen City Press, 14 Cook Street, Auckland, C. 1.
- Unity Press, Ltd., 65 Federal Street, Auckland, C. 1.
- Weeks Ltd., Grey’s Avenue, Auckland, C. 1.
- Whitecombe and Tombs, Ltd., Queen Street, Auckland, C. 1.
- Wilson and Horton, Ltd., Queen and Wyndham Streets, Auckland, C. 1.
- Wright and Jacques, Ltd., 52 Albert Street, Auckland, C. 1.

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 from the 27th day of September, 1937, and shall continue in force until the 27th day of September, 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 September, 1937.

[L.S.]

— P. J. O'REGAN, Judge.

#### SCHEDULE.

##### *Classification.*

1. This award shall apply to female workers employed in the manufacture of cake-cups, cartons, cardboard boxes, and paper bags.

##### *Hours of Work.*

2. (a) The hours of work shall be forty per week, to be worked on five days of the week between the hours of 7.30 a.m. and 5 p.m.

(b) Where any firm party to the Printing Trades award works a forty-two-hour week and employs workers under this award, they may, notwithstanding anything to the contrary in subclause (a) hereof, employ such workers for two hours extra per week at ordinary rates of pay.

#### *Wages.*

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

(a) Workers employed at hand bench covering box-work, and hand-made paper bags—

			Per Week.		
			£	s.	d.
First six months	..	..	1	0	0
Second six months	..	..	1	4	0
Third six months	..	..	1	8	0
Fourth six months	..	..	1	12	0
Fifth six months	..	..	1	16	0
Sixth six months	..	..	2	0	0
Fourth year	..	..	2	5	0
Fifth year ..	..	..	2	10	0
Thereafter	..	..	2	15	0

(b) All other workers—

First six months	..	..	0	17	6
Second six months	..	..	1	1	6
Third six months	..	..	1	5	6
Fourth six months	..	..	1	9	6
Fifth six months	..	..	1	13	6
Sixth six months	..	..	1	17	6
Fourth year	..	..	2	0	0
Fifth year and thereafter	..	..	2	5	0

#### *Deductions.*

4. Employers shall be entitled to make a rateable deduction from the wages of workers for time lost by default or through sickness or from any accident whether or not arising out of and in the course of the employment, but subject to the provisions of the Workers' Compensation Act.

#### *Termination of Employment.*

5. A worker shall be entitled to give and receive one week's notice of the termination of her services after having been employed for a fortnight.

#### *Overtime.*

6. All overtime shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

*Holidays.*

7. The following holidays shall be allowed without deductions from pay: New Year's Day, Anniversary Day, Good Friday, Easter Monday, Anzac Day, Sovereign's Birthday, Labour Day, Christmas Day, and Boxing Day.

*Annual Holiday.*

8. All workers shall be granted one week's holiday on full pay on completion of each year of service and at a time to be determined by the employer. If the service shall be terminated after the expiration of six months but before the expiration of one year, then the worker shall be entitled to a proportion of the week's holiday according to the length of the service, or to the equivalent in pay.

*Tea-money.*

9. When a worker has to come back after the completion of a day's work and notice has not been given the previous day, 1s. 6d. tea-money shall be paid.

*Payment of Wages.*

10. Wages shall be paid weekly not later than Friday in each week.

*Right of Entry upon Premises.*

11. The secretary of the union shall be entitled to enter at all reasonable times upon the premises of any employer bound by this award for the purpose of interviewing any workers (with the consent of the employer, such consent not to be unreasonably withheld), but not so as to interfere unreasonably with the employer's business.

*Extension of Hours under Factories Act.*

12. 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 upon the terms of this award in respect of every occupier of a factory bound or to be bound by such award.

*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.

#### *Workers to be Members of Union.*

14. (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.)

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*Scope of Award.*

15. This award shall operate within a ten-mile radius of the Chief Post-office, Auckland.

*Term of Award.*

16. This award shall come into force on the 27th day of September, 1937, and shall continue in force until the 27th day of September, 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 September, 1937.

[L.S.]

P. J. O'REGAN, Judge.

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MEMORANDUM.

The only matter referred to the Court was the term of the award. In other respects the award embodies the recommendations arrived at by the assessors in Conciliation Council.

P. J. O'REGAN, Judge.

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