

AUCKLAND GLASS-WORKS EMPLOYEES.—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 Glass-works Employees' Industrial Union of Workers (hereinafter called "the union") and the undermentioned company (hereinafter called "the employers") :—

Australian Glass Manufacturers Co., Ltd., Penrose.

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 21st day of October, 1937, and shall continue in force until the 21st day of October, 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 21st day of October, 1937.

[L.S.]

P. J. O'REGAN, Judge.

SCHEDULE.

Hours of Work.

1. (a) The hours of work for all workers except watchmen shall be forty per week, and shall not exceed eight in any one day, to be worked between the hours of 8 a.m. and 5 p.m., Monday to Friday inclusive.

(b) Notwithstanding the provisions of subclause (a) hereof, shift-workers shall work from 8 a.m. to 4 p.m. Monday to Friday; 4 p.m. to midnight Monday to Friday; midnight to 8 a.m. Tuesday to Saturday.

This subclause shall apply only to operators, operators' assistants, sorters, sorters' assistants, firemen, sand-washers, and six employees in the cardboard-box factory.

Wages.

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

				Per Week.		
				£	s.	d.
Operators	4	10 10
Operators' assistants	4	8 4
Sorters	4	13 10
Firemen	4	18 6
Yard-hands, packers, bach-house, and all other workers not specified as above				..	4	6 6

(b) A worker oiling machinery, cleaning floors, and performing general incidental duties of a like nature shall be deemed to be an operator's assistant.

(c) Watchmen: The hours, wages, holidays, and other conditions of watchmen shall be arranged under clause 11 hereof.

Bonus Rates.

3. (a) Bonus for operators shall be as follows:—

(i) Up to 6 oz. weight: 2d. per gross over 40 gross.

Over 6 oz. and up to 11 oz. weight: 1½d. per gross over 20 gross.

Over 11 oz. and up to 15 oz. weight: 2d. per gross over 20 gross.

Over 15 oz. and up to 27 oz. weight: 2d. per gross over 15 gross.

Over 27 oz. and up to 40 oz. weight: 2d. per gross over 10 gross.

(ii) Model "B" or "Baby" machine:—

Up to 2 oz. weight: 2d. per gross over 50 gross.

Over 2 oz. and up to 4½ oz.: 2d. per gross over 40 gross.

Over 4½ oz.: 2d. per gross over 30 gross.

(iii) 1 oz. round essence—plain and screw top; and 1 oz. vials—plain and screw top: 2d. per gross over 70 gross.

(b) Press-and-blow machine bonus rates shall be as follows:—

Up to 2 oz. weight: 2d. per gross over 50 gross.

Over 2 oz. and up to 6 oz.: 2d. per gross over 40 gross.

Over 6 oz. and up to 11 oz.: 1½d. per gross over 20 gross.

Over 11 oz. and up to 15 oz.: 2d. per gross over 20 gross.

Over 15 oz. and up to 27 oz.: 2d. per gross over 15 gross.

Over 27 oz.: 2d. per gross over 10 gross.

Youths.

4. Youths may be employed in any department at the following rates of wages:—

		Per Week.
		£ s. d.
Sixteen to seventeen years of age:—		
First six months	..	1 5 0
Second six months	..	1 10 0
Seventeen to eighteen years of age:—		
First six months	..	1 15 0
Second six months	..	2 0 0
Eighteen to nineteen years of age	..	2 5 0
Nineteen to twenty years of age	..	2 10 0
Twenty to twenty-one years of age	..	2 15 0

Provided that youths shall not be employed on the following adult jobs: Operators, operators' assistants, sorters, packers (except youths packing in corrugated cardboard), bach-house hands (except mixing-machine operator/s), general yard-hands, sand-washers, single-facer operators in cardboard-factory, double-backer operators in cardboard-factory, sawyer/s, and firemen.

Overtime.

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

Holidays.

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

(b) Work done on any of the above-mentioned holidays shall be paid for at the rate of double time, in addition to the ordinary weekly wages.

(c) Work done on any Sunday or on Anzac Day shall be paid for at the rate of ordinary time, in addition to the ordinary weekly wage.

Annual Holiday.

7. Firemen and sorters shall be allowed an annual holiday of one week on full pay on completion of each year of service, such service to be computed as from the commencement of this award. Should a worker resign or be discharged after six months, but less than twelve months' service he shall be paid a *pro rata* amount for the time served.

General Conditions.

8. (a) The wages mentioned in this award, other than in clause 10, shall be weekly wages, and no deduction shall be made from same except for time lost through the worker's sickness, accident, or default, or for any other cause over which the employer has no control.

(b) The provisions of section 14 of the Factories Amendment Act, 1936, shall apply to the holidays set out in clause 6 hereof.

(c) One week's notice of the termination of engagement shall be given on either side: Provided that in the case of an accident to the plant no notice of termination of engagement shall be necessary.

(d) For the purpose of this award, a holiday shall be deemed to commence at 8 a.m. on the morning of the holiday and to terminate at 8 a.m. on the morning following.

(e) If a worker is required to work in any department other than his usual department, he shall be paid for the time so worked at the rate prevailing in such department, if such rate is higher than his ordinary pay.

(f) Washing and bathing facilities and hot and cold showers shall be provided.

(g) Suitable shelter for cycles shall be provided.

(h) Boiling water for meals shall be provided.

(i) A modern first-aid emergency case, fully equipped, shall be kept in a convenient place in every works, also convenience for a supply of hot water at short notice.

Hand-blowing.

9. In the event of the employer manufacturing bottles by hand, the provisions of the agreement dated the 21st day of December, 1926 (Book of Awards, Vol. XXVII, p. 64), pertaining to block and plate work and stem work, shall apply.

Casual Workers.

10. Workers engaged for less than one week shall be deemed to be casual workers and shall be paid not less than 2s. 4d. per hour.

Matters not provided for.

11. Any dispute in connection with any matter not provided for in this award shall be settled between the particular employer concerned and the secretary or president of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the local Conciliation Commissioner, 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 Works.

12. The employers bound by this award shall permit the secretary or any 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.

Extension of Hours under Factories Act.

13. 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.

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.)

Term of Award.

15. This award shall come into force on the 21st day of October, 1937, and shall continue in force until the 21st day of October, 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 21st day of October, 1937.

[L.S.]

P. J. O'REGAN, Judge.

MEMORANDUM.

The principal matters referred to the Court related to wages and holidays. A majority of the Court has increased the rate of the lowest-paid workers by 4s. a week, with a small further allowance in the case of shift-workers. The rate for firemen has not been altered in view of the fact that their weekly hours have been reduced to a greater extent than those of other workers. Sorters have been granted a week's annual holiday as compensation for the difficulty experienced by them in obtaining meals.

Mr. Prime dissents from the rates of wages fixed.

P. J. O'REGAN, Judge.