

NORTHERN, CANTERBURY, AND OTAGO AND SOUTHLAND  
**BRUSH AND BROOM TRADE EMPLOYEES.—AWARD.**

[*Filed in the Office of the Clerk of Awards, Dunedin.*]

In the Court of Arbitration of New Zealand, Northern, Canterbury, and Otago and Southland Industrial Districts.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the New Zealand Federated Brush and Broom Trade Employees' Industrial Association of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

*Auckland.*

Auckland Brush Co., Ltd., 347 Queen Street, Auckland.

Brown, C. F., 46 Richmond Avenue, Auckland.

Disabled Soldiers' Products, Auckland.

Heath's Utility Mops (N.Z.), King Buildings, Emily Place, Auckland.

Jackson, C. L., 40 Cook Street, Auckland.

Kapai Corn Broom Co., Ltd., Kitchener Street, Auckland.

National Brush Co. (N.Z.), Ltd., Federal Street, Auckland.

Trevithick, J., 159 Nelson Street, Auckland.

*Christchurch.*

Bunting and Co., Ltd., Fyfe Street, Christchurch.  
 United Brush Co., Ltd., 180 Durham Street, Christchurch.

*Dunedin.*

Gladwin, W. T., 135 King Street, Dunedin.  
 Otago Brush Co., Ltd., 135 King Street, Dunedin.  
 Zenith Brush Co., corner of Castle and Hanover Streets,  
 Dunedin.

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, 1939, 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 27th day of June, 1938.

[L.S.]

P. J. O'REGAN, Judge.

## SCHEDULE.

*Industry to which Award applicable.*

1. This award shall apply to the brush and broom industry, which industry, for the purpose of this award, comprises the making by hand or by machines of all brooms, household, sanitary, toilet, and other brushes, whether made of bass, straw, hair, wool, bristles, wire, or other material of a like substance; all paint brushes and other trade brushes; the making of mops, dusters, and articles of a similar nature in which the material is fixed to a solid base of glue, thread, or wire.

*Hours of Work.*

2. The ordinary hours of work shall be forty per week, and not more than eight hours shall be worked on each of five days of the week from 8 a.m. to 5 p.m., with not more than one hour for lunch, from Monday to Friday, both days inclusive.

*Overtime.*

3. Work done before the ordinary time for commencing work or after the ordinary time for ceasing work shall be paid for as follows: Time and a half for the first three hours, and thereafter double time until the ordinary time for commencing work next day, if worked continuously: Provided that one adult worker may be permitted to commence not earlier than 7 a.m. to do necessary preparatory work, such extra time to be paid for at ordinary rates.

*Holidays.*

4. (a) The following shall be the recognized holidays, which, if they fall on an ordinary working-day, shall be paid for: Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, and the birthday of the reigning Sovereign.

(b) All work performed on any of the days prescribed in subclause (a) hereof shall be paid for at the rate of double time in addition to the ordinary day's pay.

(c) Should any of the foregoing holidays, except Anzac Day, fall on a Sunday it shall be observed on the following day.

*Wages.*

5. (a) The following shall be the minimum rates of wages payable to adult male workers:—

- (i) Paint-brush maker, first sawyer  
 (who is required to sharpen  
 saws), shaper (hand), wood-  
 turner (hand), borer .. 2s. 9d. per hour.

- (ii) Corn-broom maker and/or sorter, pan hand, other sawyers, wood-turner (automatic), horse-hair drafter, duco worker, bass-broom worker (who sets up his own machine), twisted wire-brush maker .. .. . 2s. 6½d. per hour.
- (iii) All other workers .. .. . 2s. 4d. per hour.

(b) The following shall be the minimum rates of wages payable to junior male workers:—

	Per Week.		
	£	s.	d.
First six months .. .. .	0	17	0
Second six months .. .. .	1	1	0
Third six months .. .. .	1	5	0
Fourth six months .. .. .	1	9	0
Fifth six months .. .. .	1	13	0
Sixth six months .. .. .	1	17	0
Seventh six months .. .. .	2	1	0
Eighth six months .. .. .	2	7	6
Ninth six months .. .. .	2	15	0
Tenth six months .. .. .	3	5	0

Thereafter the rates prescribed for adult male workers.

A proportion of one junior to three journeymen only shall be allowed.

(c) The following shall be the minimum rates of wages payable to female workers:—

	Per Week.		
	£	s.	d.
First six months .. .. .	0	16	0
Second six months .. .. .	1	0	0
Third six months .. .. .	1	4	0
Fourth six months .. .. .	1	8	0
Fifth six months .. .. .	1	12	0
Sixth six months .. .. .	1	16	0
Fourth year .. .. .	2	2	6
Thereafter .. .. .	2	10	0

(d) Any worker who is at present receiving more than the minimum wage herein prescribed shall not have his or her wages reduced.

(e) No worker of the age of twenty-one years and upwards shall be paid less than the basic wage for the time being prevailing.

*Piecework.*

6. The following shall be the rates for piecework which shall apply only to Auckland:—

	Per Dozen.	
	s.	d.
<i>Class No. 1 Brooms.</i> —Made with grass or broom corn or a mixture of broom corn and grass, put on inside in three handfuls, one layer of cuttings turned back, one layer of hurl, with one bulb finish .. .. .	2	0
<i>Class No. 2 Brooms.</i> —Made as No. 1 finished with two bulbs .. .. .	2	0
<i>Class Nos. 3, 4, and 5 Brooms.</i> —Made as above with turn back on shoulders finished with lock or corrugates ..	2	6½
<i>Class Nos. 6, 7, and 8 Brooms.</i> —Made as above with turn back on shoulders, finished with one velvet and tin lock	2	10½
<i>Class No. 9 Brooms.</i> —Same as Nos. 6, 7, and 8 .. .. .	3	0½
<i>Class Woolshed Brooms.</i> —Same as Nos. 3, 4, and 5 .. .. .	2	8½
<i>Class Toy Brooms.</i> —Made two handfuls of inside one layer cutting turn back, one hurl, finished two bulbs .. .. .	1	10½
<i>Class One- and Two-tie Whisks.</i> —Made two handfuls inside one layer of cuttings turn back, one hurl, finished one bulb and spiral and one string	1	6½
<i>Class Medium and Best Whisk.</i> —Made three handfuls inside, one layer cuttings turned back one hurl, finished as agreed with worker .. .. .	1	7½

*Conditions.*—All broom corn to be knocked down, sorted, and trimmed to length, power-machines to be used.

*Certificate of Service.*

7. The employer shall furnish all workers with a certificate, upon the termination of the service from any cause, showing the time served.

*Termination of Employment.*

8. In the case of hourly workers, twenty-four hours' notice of the termination of the service of the worker shall be given by the employer to the worker or by the worker to the employer.

*Matters not provided for.*

9. 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 Inspector of Awards, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Inspector of Awards, may appeal to the Court upon giving written notice of such appeal to the other party within fourteen days after such decision shall have been communicated to the party desiring to appeal.

*Right of Entry upon Premises.*

10. The secretary or other authorized officer of the union shall, with the consent of the employer (which consent shall not be unreasonably withheld), be entitled to enter at all reasonable times upon the premises or works, and there interview any workers, but not so as to interfere unreasonably with the employer's business.

*General Conditions.*

11. (a) Employers shall allow meal-money at the rate of 1s. 6d. per meal when workers are called upon to work overtime after 6 p.m.: Provided that such workers have not been notified on the previous day of the intention to work overtime and cannot reasonably get home to their meals.

(b) Contract work on the premises of any party to this award in connection with work covered by the award shall not be permitted unless such work is paid for at not less than the wages prescribed herein.

(c) A properly equipped first-aid outfit shall be provided in all factories.

(d) Workers employed at duco-dipping and spraying shall, at their request, be supplied with respirators.

*Workers to be Members of Union.*

12. (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.*

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.

#### *Application of Award.*

14. This award shall apply to the original parties named herein, and shall extend to and bind as subsequent party hereto

every trade-union, industrial union, industrial association, or employer who, not being an original party hereto, is, when this award comes into force or at any time whilst this award is in force, connected with or engaged in the industry to which this award applies within the industrial districts to which this award relates.

*Scope of Award.*

15. This award shall operate throughout the Northern, Canterbury, and Otago and Southland Industrial Districts.

*Term of Award.*

16. This award, in so far as it relates to wages, shall be deemed to have come into force on the 22nd day of April, 1938, 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, 1939.

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 27th day of June, 1938.

[L.S.]

P. J. O'REGAN, Judge.

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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.

P. J. O'REGAN, Judge.

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