

## GREEN ISLAND IRON-ROLLING MILLS' EMPLOYEES.—AWARD.

In the Court of Arbitration of New Zealand, Otago and Southland Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the Green Island Iron-rolling Mills' Employees' Industrial Union of Workers (hereinafter called "the union") and the undermentioned company (hereinafter called "the employers") :—

Otago Iron-rolling Mills Co., Ltd., The, Green Island, Dunedin, S.W. 2.

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 8th day of December, 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 7th day of July, 1938.

[L.S.]

P. J. O'REGAN, Judge.

## SCHEDULE.

*Hours of Work.*

1. (a) The ordinary hours of work shall be not more than forty-four per week, to be worked from Monday to Friday, both days inclusive, in each week.

(b) The maximum number of hours to be worked each day without payment of overtime shall be nine. Work shall commence not earlier than 7.15 a.m., and shall cease not later than 4.15 p.m. unless either of the last two heats be held up by unforeseen emergency, when the time for ceasing work may be extended to 4.45 p.m.; but no furnace shall be charged after 3.15 p.m.

(c) It shall be a sufficient compliance with section 3, subsection 1 (c), of the Factories Amendment Act, 1936, if furnacemen are permitted to take their meals while attending to the furnace.

*Additional Shift.*

2. Notwithstanding anything contained in clause 1 hereof, additional shifts may be worked between the hours of 4.45 p.m. on Monday and 1.45 a.m. on Saturday, in which case all the conditions of clause 1 except the clock-hours in subclause (b) shall apply; but the latest hour for charging a furnace shall be 12.30 a.m.

*Overtime.*

3. Time and a half rates shall be paid for all tonnage produced after the hours specified in clauses 1 and 2 hereof.

*Wages.*

4 The following shall be the minimum rates of pay for the undermentioned classes of workers:—

*Day Shift (Finished Iron and Steel):—*

|                                       | Steel.   |    | Iron.    |    |
|---------------------------------------|----------|----|----------|----|
|                                       | Per Ton. |    | Per Ton. |    |
|                                       | s.       | d. | s.       | d. |
| Furnacemen .. .. .                    | 3        | 1  | 3        | 5½ |
| Under-hands .. .. .                   | 2        | 6  | 2        | 9  |
| Extra under-hands .. .. .             | 1        | 3  | 1        | 4½ |
| Night-shift under-hands .. .. .       | 1        | 4  | 1        | 5½ |
| Rollers assistants .. .. .            | 1        | 3  | 1        | 5  |
| Roughers .. .. .                      | 1        | 5½ | 1        | 8  |
| Catcher .. .. .                       | 1        | 3  | 1        | 4½ |
| Cutter-down .. .. .                   | 1        | 4  | 1        | 7  |
| Cutter-down assistant .. .. .         | 1        | 3  | 1        | 4½ |
| Bar-bank leading hand .. .. .         | 1        | 4  | 1        | 7  |
| Bar-bank (over twenty-one) .. .. .    | 1        | 3  | 1        | 4½ |
| Slag-worker (over twenty-one) .. .. . | 1        | 3  | 1        | 4½ |
| Straightener .. .. .                  | 1        | 3  | 1        | 4½ |

|                                   |    |    | Per Ton. |    |
|-----------------------------------|----|----|----------|----|
|                                   |    |    | s.       | d. |
| <i>Night Shift (Forge Iron):—</i> |    |    |          |    |
| Furnacemen                        | .. | .. | 3        | 5  |
| Under-hands                       | .. | .. | 2        | 9  |
| Extra under-hands                 | .. | .. | 1        | 4½ |
| Shinglers                         | .. | .. | 1        | 8  |
| Rollers                           | .. | .. | 1        | 8  |
| Catchers (over twenty-one)        | .. | .. | 1        | 5  |
| Dragger-away (over twenty-one)    | .. | .. | 1        | 4  |

Hooker-up, forge-iron catcher, draggers-away, bar-bank workers, and slagman under twenty-one years of age to be paid the following rates:—

|                           |    | Steel.   |    | Iron.    |     |
|---------------------------|----|----------|----|----------|-----|
|                           |    | Per Ton. |    | Per Ton. |     |
|                           |    | s.       | d. | s.       | d.  |
| 16 years of age and under | .. | 0        | 3  | 0        | 3½  |
| 16½ years of age          | .. | 0        | 3¾ | 0        | 4½  |
| 17 years of age           | .. | 0        | 4½ | 0        | 5   |
| 17½ years of age          | .. | 0        | 5¼ | 0        | 5¾  |
| 18 years of age           | .. | 0        | 6  | 0        | 6½  |
| 18½ years of age          | .. | 0        | 6¾ | 0        | 7¼  |
| 19 years of age           | .. | 0        | 7½ | 0        | 8   |
| 19½ years of age          | .. | 0        | 8¼ | 0        | 8¾  |
| 20 years of age           | .. | 0        | 9  | 0        | 9½  |
| 20½ years of age          | .. | 0        | 9¾ | 0        | 10¼ |

*Engine-driver.*—The engine-driver shall be governed by the provisions of the current Otago and Southland Engine-drivers', Firemen's, and Greasers' award.

#### GENERAL HANDS.

##### *Hours of Work.*

5. Forty hours shall constitute an ordinary week's work, eight hours per day to be worked on five days of the week, Monday to Friday, both days inclusive, with an interval of half an hour each day for lunch.

##### *Overtime.*

6. All time worked in excess of the hours prescribed in clause 5 hereof shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

##### *Reconditioning Furnaces, &c.*

7. Workers covered by this award may be employed outside the hours provided for in clauses 1 and 2 hereof for the purpose of reconditioning furnaces and plant at the rate of not less than 2s. 3d. per hour; but such workers while so employed shall be exempt from all the other provisions of this award.

*Wages.*

8. The following shall be the minimum rates of wages for the following classes of workers:—

|  |         | Per Hour. |      |
|--|---------|-----------|------|
|  |         | s.        | d.   |
| General labourers  | .. .. . | 2         | 3    |
| Blacksmiths shall be paid the rate provided in the Engineers' award. |         |           |      |
| Blacksmith's assistant (eighteen years of age or under)—             |         |           |      |
| First six months   | .. .. . | 0         | 10·5 |
| Second six months  | .. .. . | 0         | 11·7 |
| Third six months   | .. .. . | 1         | 0·9  |
| Fourth six months  | .. .. . | 1         | 2·1  |
| Fifth six months   | .. .. . | 1         | 3·3  |
| Sixth six months   | .. .. . | 1         | 4·5  |
| Thereafter   | .. .. . | 2         | 3    |

*Holidays.*

9. (a) Every worker coming within the scope of this award shall be allowed the following holidays per annum without deduction of pay: Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Anzac Day, and the birthday of the reigning Sovereign.

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

(c) If any of the holidays prescribed in subclause (a) hereof (except Anzac Day) falls on a Sunday, the holiday shall be observed on the following Monday.

*General Provisions.*

10. (a) Workers employed at chipping boilers, cleaning flues, cleaning roll pits shall be paid therefor at 1s. 6d. extra for each day or part of a day during which they are so employed.

(b) Boys working in the yard when the mill is working forge iron shall be paid at the same rate as is payable for finished iron or steel.

*Disputes.*

11. Any dispute in connection with any matter not provided for in this award shall be settled between the employer and the president or secretary of the union, and in default of any agreement being reached, 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 fourteen days after such decision shall have been communicated to the party desiring to appeal.

*Payment of Wages.*

12. Wages shall be paid fortnightly.

*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 this 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.)

*Under-rate Workers.*

15. (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.*

16. This award shall operate only as between the parties hereto.

#### *Term of Award.*

17. This award, in so far as it relates to wages, shall be deemed to have come into force on the 8th day of December, 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 8th day of December, 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 7th day of July, 1938.

[L.S.]

P. J. O'REGAN, 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.

P. J. O'REGAN, Judge.