

SOUTH CANTERBURY **CHAFFCUTTERS.**—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and its amendments; and in the matter of an industrial dispute between the New Zealand Workers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons and firms (hereinafter called "the employers") :—

Berrell, L., Orari.
 Christie, T. P., Pleasant Point.
 Clarke, V., Fairview.
 Clee, J. E., Hakataramea.
 Colbourne, D., Waimate.
 Gallen Bros., Fairlie.
 Gudsell, A., Winchester.
 Hawkins Bros., Waimate.
 Kelliher, J., Geraldine.
 Kingsbury, A., Hook, Waimate.
 Kyle, T., Levels.
 Melton, B., Waimate.

Moore, Mrs. A. F., Willowbridge.
 Patrick, M., Pleasant Point.
 Saunders, A., Pleasant Point.
 Shaw, G., Orton.
 Thompson, I., St. Andrews.
 Tiffin, J., Makikihi.
 Tozer, E., Timaru.
 Trembath, E. A., Waimate.
 Winter, W., Albury.
 Wood, H., and Sons, Albury.
 Wright, J., Temuka.

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 1st day of December, 1940, and shall continue in force until the 31st day of July, 1941, 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 duly appointed delegate of the Court hath hereunto set his hand, this 29th day of November, 1940.

[L.S.] J. A. GILMOUR, Stipendiary Magistrate,
Acting as a duly appointed delegate
of the Court of Arbitration.

SCHEDULE.

Hours of Work.

1. The hours of work shall be between 6 a.m. and 8 p.m., except on Saturdays, when they shall be between 6 a.m. and 4 p.m.; but no worker shall work by moonlight or artificial light except in cases of emergency, when fifteen minutes may be allowed to finish a set.

Number of Hands to be employed.

2. (a) Except through accident to or illness of any worker or through any cause beyond the control of the employer, the minimum number of hands to be employed at each steam- or tractor-driven chaffcutter shall consist of driver, feeder, two stackmen, two bagmen, waterman, and, in camp, one cook. One worker less may be employed, in which case the rates set out in clause 4 (b) shall be paid. When cutting oat-sheaf chaff the waterman shall assist in the baghole when required; when cutting straw chaff the waterman shall assist on the straw stack.

(b) On motor-driven chaffcutters and on steam-driven chaffcutters mounted on a single chassis there shall be driver, feeder, two stackmen, two bagmen, and, in camp, one cook, except in the case of a three-knife cutter, when one man less may be employed on the stack.

Definition of "Waterman."

3. It shall be the duty of the waterman in all cases to attend to his horses, whether the chaffcutter is working or not, and provide water if required. If necessary, he shall provide water outside the working-hours specified in clause 1 hereof.

Rates of Pay.

4. The minimum rates of pay shall be as follows:—

				Per Hundred Bags.	
				s.	d.
(a) Where seven men are employed—					
Driver	..	..	..	3	7½
Feeder	..	..	..	3	4
Ordinary hands	..	..	..	2	7½

(b) Where six men are employed—

Driver	..	..	..	3	7½
Feeder	..	..	..	3	4
Ordinary hands	..	..	..	2	11

(c) On three-knife cutters employing one man less, as provided in clause 2 (b) hereof—

				Per Hundred Bags.	
				s.	d.
Driver	..	..	..	4	1½
Feeder	..	..	..	3	10½
Ordinary hands	..	..	..	3	6

(d) When cutting straw chaff, 10½d. extra per hundred bags shall be paid to each hand employed.

(e) Where men are engaged under this award for a week or less they shall be paid a minimum of 14s. for each day upon which work is done if and when the piece-rate earnings provided herein do not exceed the said minimum.

(f) All men employed shall be provided with food and accommodation.

(g) The minimum rate of pay for cooks shall be £3 15s. per week, and they shall be supplied with food and accommodation.

Termination of Employment.

5. (a) Should any man desire to leave the chaffcutter during the currency of the season he shall give the driver in charge forty-eight hours' notice of his intention to do so or forfeit two average days' pay. Should an employer desire to dismiss any worker he shall give him forty-eight hours' notice or two average days' pay, except where it shall be for incompetency or wilful disobedience of orders, when such dismissal may be summary and without compensation. This clause shall apply also to the cook.

(b) Any worker leaving or being dismissed shall receive from the machine-owner all wages due at the termination of his employment, such wages to be paid at the plant, or time taken in collecting same to be paid for at the minimum rate.

Tally Representative.

6. One of the men in the baghole shall be elected by the men to keep tally of the bags.

Union Organizer.

7. Reasonable facilities shall be given on each chaffcutter to the union organizer or any other official of the union to enable him to transact the business of the union. Any time so lost shall not be counted as working-time.

Holidays.

8. (a) The following holidays shall be observed: Good Friday or Easter Monday, Anzac Day, Labour Day, Boxing Day, New Year's Day, local sports-day, and picnic-day.

(b) Work done on any of these days shall be paid for at double ordinary rate.

(c) Working on Sundays shall be strictly prohibited.

Temporary Disputes.

9. A representative of the men shall be elected or chosen for each chaffcutter at each camp, and all trivial disputes that may arise not in contravention of this award shall be decided by the representative of the men and the representative of the employer, and their decision shall be final.

Payment of Orders.

10. Each employer covered by this award shall pay to the organizer of the union on demand all moneys due to the union on the written order of the men concerned.

Medical Outfit.

11. A first-aid compressed kit shall be kept in a convenient and accessible place about the machine, for use only in the case of accident, and it shall be left in charge of the driver, whose duty it shall be to see that it is kept fully equipped.

Posting of Award.

12. A copy of this award shall be posted up in the galley of each machine by the employer for the information of the men.

Food to be supplied.

13. (a) All food supplied shall be of sufficient quantity and of good quality, and shall be properly cooked, and shall consist of the following number of meals: Breakfast, lunch, dinner, lunch, tea.

(b) Water for cooking shall be pure and not taken from the engine supply. A special barrel or dustproof utensil shall be provided for this purpose.

Accommodation.

14. (a) Each chaffcutter shall provide a cooking-whare and sleeping-whare, well ventilated, and sufficient to accommodate all workers engaged with the machine. The cooking-whare shall be completely separated from the sleeping-whares.

(b) Employers shall, when travelling on the road with the chaffcutter, make reasonable provision for the protection of the men.

Workers to be Members of Union.

15. Every worker employed within the scope of this award shall become a financial member of the New Zealand Workers' Union. Reasonable facilities shall be given to all workers on threshing-mills, header harvesters, or clover-hullers to become members of the New Zealand Workers' Union; and upon the visit of the official organizer or other accredited official of the union each worker shall pay his union contributions by cash or order on his employer. Any worker refusing to become a member shall be summarily dismissed.

Application of Award.

16. 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 that portion of the industrial district to which this award relates.

Scope of Award.

17. This award shall operate throughout that portion of the Canterbury Industrial District lying between the Rangitata and Waitaki Rivers; but this award shall not apply to any farmer cutting his own chaff on his own property with his own plant, but if any work is undertaken outside his own farm, then all the provisions of this award shall apply.

Term of Award.

18. This award shall come into force on the 1st day of December, 1940, and shall continue in force until the 31st day of July, 1941.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the duly appointed delegate of the Court hath hereunto set his hand, this 29th day of November, 1940.

[L.S.] J. A. GILMOUR, Stipendiary Magistrate,
Acting as a duly appointed delegate
of the Court of Arbitration.

MEMORANDUM.

This award embodies the recommendations arrived at by the assessors in Conciliation Council.

Clause 15 is not strictly in accordance with statutory requirements, but inasmuch as the parties agreed thereto and desire its inclusion the clause has been allowed to stand.

J. A. GILMOUR, Stipendiary Magistrate.