

**DUNEDIN MALE WORKERS' CARTON, CARDBOARD-BOX, AND
PAPER-BAG MAKERS.—INDUSTRIAL AGREEMENT.**

This industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 23rd day of February, 1942, between Coulls, Somerville, Wilkie, Ltd., Mackintosh, Caley, Phoenix, Ltd., Evening Star Office, Ltd., and Cadbury, Fry, Hudson, of the one part (hereinafter called "the employers"), and the Otago Printing and Related Trades' Industrial Union of Workers (hereinafter called "the union"), of the other part, whereby it is mutually agreed by and between the parties hereto as follows:—

1. That the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the said parties, and they shall be deemed to be and are hereby incorporated in and declared to form part of this agreement.

2. That the said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, stipulations, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

SCHEDULE.

1. The industry to which this award applies is that of cardboard-box, carton, cardboard-container and paper-bag making (excluding envelopes). It shall not apply to females who are covered by the Female Boxmakers' award. That all machines which it is customary for females in the boxmaking industry to work shall not be incorporated in or covered by this Dunedin Male Workers' Carton, Cardboard-box, and Paper-bag Makers' agreement.

Hours of Work.

2. The hours of work shall not exceed forty per week, to be worked on five days of the week (Monday to Friday, inclusive) between the hours of 7.30 a.m. and 5.30 p.m.

Classification and Wages.

3. Adult Male Workers: Machinists—

Per Week.
£ s. d.

(a) Cutting, creasing, carton machinists, boxmaking machinists, slitting machinists, gumming machinists, mounting machinists, machinists working other machines				5	7	6
(b) General hands				4	13	4
General hands may not make ready or make any adjustments to machines unless subject to clause (c).						
(c) General hands may be trained to become machinists on the follow- ing rates and conditions—						
First year .. ..	..	..	..	4	15	0
Second year .. ..	..	..	..	5	0	0
Thereafter .. ..	..	..	..	5	7	6

			Per Week.		
			£	s.	d.
(d) Juniors—					
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	7	6
Fifth year	..	..	2	15	0
Sixth year	..	..	3	5	0
Thereafter	..	..	5	7	6

Night Work.

4. Every worker who is regularly employed on night shifts shall receive, in addition to the prescribed weekly wage, an extra allowance equal to 10 per cent. of his wages with a maximum of 10s. per week in the case of adult workers and of 5s. in the case of junior workers.

Casual Worker.

5. A casual worker is a worker who is employed for a period of less than three weeks. Every such worker shall be paid at the rate of 10 per cent. above the rates prescribed in this award, with a minimum of one day's pay.

Piecework.

6. Piecework may be worked, but the rate for such work shall be such as to enable the worker to earn not less than 10 per cent. above the minimum rate of wages herein provided.

Deductions.

7. (a) 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, 1922.

Termination of Employment.

8. Workers shall be entitled to twenty-four hours' notice for less than three months' service, over three months' service, one week, that his services are dispensed with, and any such worker leaving his employment shall likewise give twenty-four

hours' notice if service is less than three months, and one week over three months' service: Provided that nothing herein contained is to affect the right of any employer to dismiss without notice any worker guilty of such misconduct as would at common law justify the immediate dismissal of such worker.

Overtime.

9. Work performed in excess of the hours specified in clause 2 hereof shall be paid at the rate of time and a half for the first four hours in any one day and double time thereafter.

Holidays.

10. (a) The following shall be observed as holidays without deduction from pay: New Year's Day, Good Friday, Easter Monday, Anzac Day, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, and Anniversary or Show Day or any other day suitable to the employer.

(b) Payment of wages for the said holidays when such holidays fall on an ordinary working-day shall be made to all persons who have been employed in the factory:—

(i) In the case of Christmas Day, Boxing Day, New Year's Day, Good Friday, or Easter Monday, at any time during the fortnight ending on the day on which the holiday occurs.

(ii) In the case of any other holidays, for at least four days during the week ending on the day on which the holiday occurs.

For work done on any of the holidays specified in sub-clause (a) hereof or on Sundays double rates shall be paid.

Annual Holiday.

11. 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 should be terminated after the expiration of six months but before the expiration of the first year, or if the service is terminated before the expiry of any subsequent qualifying year of service, then the worker shall be entitled to a proportion of the week's holiday according to the length of service, or to the equivalent in pay. Any employee who while on holiday works in any industry shall forfeit his or her holiday pay.

Meal Hours.

12. (a) No more than four and a quarter hours shall be worked without an interval of three-quarters of an hour.

(b) Twenty-four hours' notice shall be given to any worker called upon to work overtime after the ordinary time for ceasing work, but where such notice is impracticable the worker shall be paid 2s. tea-money, providing such worker cannot get home for a meal in the time allowed.

First-aid Chest.

13. A first-aid ambulance chest shall be provided in all establishments, equipped to the satisfaction of the Inspector of Factories with all the usual necessary furnishings, and shall be placed in a position approved by such official.

Payment of Wages.

14. Payment of wages and overtime shall be made not later than Friday of each week.

Under-rate Workers.

15. Court's clause.

Workers to be Members of Union.

16. Court's clause.

Right of Entry.

17. 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.

Application of Award.

18. 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 district to which this award relates.

Scope of Award.

19. This award shall operate throughout the Otago Industrial District.

This agreement shall be deemed to have come into force on the 23rd day of February, 1942, and shall continue in force until the 23rd day of February, 1943.

In witness whereof the parties hereto have executed these presents the day and year beforehand mentioned.

Otago Printing and Related Trades' Industrial Union of Workers—

[L.S.]

A. C. SCRIVENER, President.

W. J. M. WILSON, Secretary.

The Evening Star Co., Ltd.—

J. B. ROBERTSON.

Cadbury, Fry, Hudson, Ltd.—

C. V. SMITH, Director.

Mackintosh, Caley, Phoenix, Ltd.—

ST. C. FERGUSON, Manager.

Coulls, Somerville, Wilkie, Ltd.—

A. V. WINDSOR, Secretary.