

**NELSON INDUSTRIAL DISTRICT LAUNDRY WORKERS, DYERS,  
AND DRY-CLEANERS.—AWARD**

In the Court of Arbitration of New Zealand, Nelson Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the Wellington, Taranaki, and Nelson Laundry Workers', Dyers', and Dry-cleaners' Industrial Union of Workers (hereinafter called "the union") and the undermentioned company and firm (hereinafter called "the employers") :—

Nelson Steam Laundry Co., Ltd., The, 5 Parari Street,  
Nelson.

I.X.L. Dyers and Dry Cleaning Company (T. E. Preen),  
Collingwood Street, Nelson.

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 on the day of the date hereof, and shall continue in force until the 30th day of August, 1944, 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 16th day of March, 1944.

[L.S.]

A. TYNDALL, Judge.

#### SCHEDULE

##### *Industry to which Award applies*

1. This award applies to the laundering, dry-cleaning, and dyeing industry.

##### *Hours of Work*

2. (a) The ordinary hours of work for workers other than depot hands shall not exceed forty per week and, except as hereinafter provided, shall be worked on five days of the week,

Mondays to Fridays, both days inclusive, between the hours of 8 a.m. and 5 p.m., except that on Fridays the finishing hour for packers may be 6 p.m.

(b) The ordinary hours of work for depot hands shall be forty-four per week, to be worked on five and a half days.

(c) The Nelson Steam Laundry Co., Ltd., may employ on Saturday mornings its factory-manager and such packers as are reasonably necessary to meet the requirements of ships arriving or sailing on Saturday.

### Wages

3. The following shall be the minimum weekly rates of wages:—

(a) Male workers:—

Age commencing at Trade.	First Year.		Second Year.		Third Year.		Fourth Year.		Fifth Year.	
	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.
Under 16 years ..	17/6	22/6	27/6	32/6	37/6	42/6	47/6	55/-	65/-	75/-
16 to 17 years ..	22/6	27/6	32/6	37/6	42/6	47/6	55/-	65/-	75/-	..
17 to 18 years ..	27/6	32/6	37/6	42/6	47/6	55/-	65/-	75/-	..	..
18 to 19 years ..	35/-	40/-	45/-	52/6	62/6	75/-	..	..	..	..
19 to 20 years ..	42/6	50/-	60/-	70/-	..	..	..	..	..	..
20 to 21 years ..	57/6	67/6	..	..	..	..	..	..	..	..

Thereafter the following rates:—	Per Week.		
	£	s.	d.
Laundry workers .. .. .	4	15	0
Dry-cleaners and carpet-cleaners .. .. .	5	0	0
Journeymen dyers .. .. .	6	5	0

(b) Female workers:—

Age at commencing Employment.	First Year.		Second Year.		Third Year.		Fourth Year.	
	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.
Under 16 years .. .. .	17/6	21/6	25/6	29/6	33/6	37/6	42/6	42/6
16 to 17 years .. .. .	20/-	24/-	28/-	32/-	36/-	40/-	42/6	42/6
17 to 18 years .. .. .	22/6	26/6	30/6	34/6	38/6	42/6	42/6	..
18 to 19 years .. .. .	25/-	29/-	33/-	37/6	42/6	42/6	..	..
19 to 20 years .. .. .	27/6	32/6	37/6	42/6	42/6	..	..	..
20 to 21 years .. .. .	30/-	36/-	42/6	42/6	..	..	..	..

thereafter £2 12s. 6d. per week.

(c) A worker employed as a hand washerwoman shall be paid a minimum wage of £2 17s. 6d. per week.

(d) A depot hand shall be paid 5s. 3d. per week in addition to the wage to which she is entitled under sub-clause (b) of this clause.

(e) A worker employed at hand ironing shall be paid 5s. per week in addition to the wage to which she is entitled under subclause (b) of this clause.

(f) A worker employed as a shirt and collar machinist shall be paid 5s. per week in addition to the wage to which she is entitled under subclause (b) of this clause.

(g) A worker when employed to operate a twin and/or two or more presses in a laundry shall be paid 4s. per week in addition to the wage to which she is entitled under sub-clause (b) of this clause.

Shirt machines and handkerchief machines are not presses within the meaning of this clause.

(h) Any worker—male or female—employed at sorting, marking, and/or checking shall receive 5s. per week in addition to the wage to which he or she is entitled under subclauses (a) or (b) hereof.

(i) Foremen and Forewomen: In addition to the rates of wages set out above, foremen and forewomen shall be paid a further sum of 10s. per week in excess of the rate received by the highest-paid worker.

(j) In hospital laundries where workers have to handle materials which are recognized as septic, contagious, or infectious, the rates of wages for such work shall be increased by 25 per cent. while such materials are being handled.

(k) Casual Workers: Casual workers shall be paid one-third more than the weekly rates, exclusive of washerwomen employed by the day. A "casual worker" is one employed for less than one week.

Casual hand washerwomen: 13s. per day.

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

#### *Increase in Rates of Remuneration*

4. The two general orders made under the Rates of Wages Emergency Regulations 1940, and dated 9th August, 1940, and 31st March, 1942, respectively, shall be deemed to be incorporated in this award and shall have effect according to their tenor.

*Payment of Wages*

5. All wages, including overtime, shall be paid weekly before the ordinary hour of ceasing work on Thursday.

*Overtime*

6. All time worked outside of and in excess of the hours mentioned in clause 2 shall be paid for at the following rates: For the first four hours, time and a half; thereafter, double time. Double time rates shall commence from the hour of 9.30 p.m.

All overtime work done up to half an hour shall be deemed to be half an hour for the purpose of computing overtime payable, and all work done for any period exceeding half an hour and up to one hour shall count as one hour in the computation of overtime.

*Holidays*

7. The following shall be recognized holidays: New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, the birthday of the reigning Sovereign, Christmas Day, Boxing Day, and Anniversary Day: Provided that if any of the foregoing holidays, except Anzac Day, shall fall on a Sunday, it shall be observed on the succeeding Monday.

Double rates shall be paid for any work done on any of the above-mentioned holidays.

*Annual Holiday*

8. (a) On completion of each twelve months' service, calculated as from the 24th day of December, 1943, or from any subsequent date on which he or she may have entered, or may hereafter enter, the employment, the following annual holiday on full pay shall be granted: Depot hands, ten consecutive days on which work is usually performed; all other workers, one week.

Such holiday shall be given at a time suitable to the employer. Any worker leaving the employment after becoming entitled to an annual holiday but not having received same shall be paid one week's wages in lieu thereof.

Such holiday shall be exclusive of the holidays specified in clause 7.

(b) If the employment of any worker is terminated by either party for any reason, other than by the employer for misconduct of the worker, before the completion of the first year of service but after three months' service being part

thereof has been completed, or at any time after the first year of service has been completed, a holiday of proportionate duration for the broken period served shall be allowed or paid for.

#### *Terms of Engagement*

9. Unless otherwise specified, the engagement shall be deemed to be a weekly engagement, and no deduction shall be made from the wages of any employee unless on account of the default or sickness of the worker.

#### *Termination of Engagement*

10. One week's notice shall be given by either party wishing to terminate the engagement.

#### *Proportion of Juniors*

11. The proportion of juniors to adult workers shall be one junior to three adult workers or a fraction thereof. An employer, if he actually works shall count as an adult worker for the purpose of this clause. A "male junior worker" shall be a worker who is under twenty-one years of age; a "female junior worker" shall be a worker who is under eighteen years of age.

#### *General Conditions*

12. (a) No person under the age of fifteen years shall be employed on a machine.

(b) Gum boots and aprons shall be provided as required for washhouse and dyehouse hands.

(c) Where any worker is in receipt of a higher rate of wages than that provided in this award, such wages shall not be reduced.

(d) If any worker is required to work in any department other than that in which he or she is usually employed, the rate of wages to be paid shall be that prevailing in such other department, providing such rate is not less than that prevailing in the worker's usual department.

(e) In the event of workers being called upon to work more than one and a half hours' overtime without notice having been given the previous day, a meal shall be provided at the employer's expense, or an equivalent of 1s. 9d. shall be paid.

(f) A "foreman" or "forewoman" is a worker who is responsible for the work of the department or is in charge of three or more hands.

(g) Ten minutes shall be allowed each morning for tea or "smoke-oh."

(h) A satisfactory dining-room shall be provided, if required, in all laundries, dyeing, and dry-cleaning establishments, and it shall be compulsory for all workers to use it.

(i) A rest-room shall be provided for women workers (apart from dining-room).

(j) Suitable cloak-room and toilet accommodation shall be provided for all workers.

(k) Male workers in washhouses and dyehouses shall be provided with a place in which to change their clothing (apart from dining-room).

(l) A supply of boiling water shall be made available to workers at meal-times.

(m) Female workers shall not be required to lift more than 28 lb. single-handed.

(n) Depot hands shall be provided with wash-hand basins, and also heating-apparatus in winter.

#### *Right of Entry*

13. (a) Every employer bound by this award shall permit the secretary or 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.

(b) The employer shall give recognition to any worker who is appointed shop delegate.

#### *Workers to be Members of Union*

14. (a) Subject to the provisions of section 18 (5) of the Industrial Conciliation and Arbitration Amendment Act, 1936, 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.

(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.

*Disputes*

16. The essence of this award being that the work of the employers shall not on any account be impeded but shall always proceed as if no dispute had arisen, it is provided that if any dispute or difference shall arise between the parties bound by this award, or any of them, as to any matter whatsoever arising out of or connected therewith and not specifically dealt with in this award, every such dispute or difference shall be referred to a committee to be composed of two representatives of each side, together with an independent chairman (if required) to be mutually agreed upon or, in default of agreement, to be appointed by the Conciliation Commissioner for the district. Either side shall have the right to appeal to



the Court against a decision of any such committee upon giving to the other side written notice of such appeal within fourteen days after such decision has been made known to the party desirous of appealing.

*Application of Award*

17. 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*

18. This award shall operate throughout the Nelson Industrial District.

*Term of Award*

19. This award shall come into force on the day of the date hereof, and shall continue in force until the 30th day of August, 1944.

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 16th day of March, 1944.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

The matters referred to the Court related to hours of work, wages and special payments, overtime, holidays, annual holidays, terms of engagement, termination of engagement, proportion, and general conditions. These matters the Court has settled by incorporating in the award provisions similar to those at present operating in the Wellington and Taranaki Industrial Districts. In doing so, the Court considers that such of these provisions as may be variations of rates of remuneration or principal conditions constitute adjustments of anomalies which, we think, should be made having regard to the general purpose of the Economic Stabilization Emergency Regulations 1942.