

NORTH CANTERBURY HOSPITAL BOARD **LAUNDRY WORKERS.**—
AWARD

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

North Canterbury Hospital Board, Christchurch.

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 18th day of February, 1945, 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 9th day of March, 1944.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Hours of Work

1. The ordinary hours of work 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 the first working-day of each week or on the day immediately preceding the Christmas, New Year, or Easter holidays the hours may be worked between 8 a.m. and 6 p.m. On Fridays the finishing hour for packers may be 6 p.m.

Overtime

2. All time worked in excess of the hours provided in clause 1 hereof shall be paid for at the rate of time and a half for the first three hours on any day from Monday to Friday and for the first four hours on Saturday, and double time thereafter. Overtime shall be calculated on a daily basis.

Meal-money

3. The employer shall allow meal-money at the rate of 1s. 9d. per meal when workers are called upon to work overtime after 6 p.m.

Wages

4. (a) The following shall be the minimum weekly rates of wages:—

MALE WORKERS

Age commencing at Trade.	First Year.		Second Year.		Third Year.		Fourth Year.		Fifth Year.		Thereafter.
	First Half.	Sec'nd Half.	First Half.	Sec'nd Half.	First Half.	Sec'nd Half.	First Half.	Sec'nd Half.	First Half.	Sec'nd Half.	
Under 16 years	17/6	22/6	27/6	32/6	37/6	42/6	47/6	55/-	65/-	75/-	95/-
16 to 17 years	22/6	27/6	32/6	37/6	42/6	47/6	55/-	65/-	75/-	95/-	95/-
17 to 18 years	27/6	32/6	37/6	42/6	47/6	55/-	65/-	75/-	95/-	95/-	95/-
18 to 19 years	35/-	40/-	45/-	52/6	62/6	75/-	95/-	95/-	95/-	95/-	95/-
19 to 20 years	42/6	50/-	60/-	70/-	95/-	95/-	95/-	95/-	95/-	95/-	95/-
20 to 21 years	57/6	67/6	78/6	95/-	95/-	95/-	95/-	95/-	95/-	95/-	95/-
Over 21 years	85/-	95/-	..	..	..	..	..	..	..	..	..

FEMALE WORKERS

Age commencing at Trade.	First Year.		Second Year.		Third Year.		Fourth Year.		Thereafter.
	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	57/6
16 to 17 years	20/-	24/-	28/-	32/-	36/-	40/-	42/6	42/6	57/6
17 to 18 years	22/6	26/6	30/6	34/6	38/6	42/6	42/6	57/6	57/6
18 to 19 years	25/-	29/-	33/-	37/6	42/6	42/6	57/6	57/6	57/6
19 to 20 years	27/6	32/6	37/6	42/6	42/6	57/6	57/6	57/6	57/6
20 to 21 years	30/-	36/-	42/6	42/6	57/6	57/6	57/6	57/6	57/6
Over 21 years	45/-	57/6	..	..	..	..	..	..	..

(b) A "casual" is a worker who is employed for less than five consecutive working days.

"Casuals" shall be paid a rate equal to one-third more than the appropriate weekly rate.

(c) A "foreman" or "forewoman" shall be paid 10s. per week in addition to the wage to which he or she is entitled under subclause (a) hereof.

“Foreman” or “forewoman” for the purposes of this award is a worker who is responsible for the work of the department and is in charge of three or more hands.

Handling Septic Materials

5. Where workers have to handle materials which are recognized as septic, contagious, or infectious, the rates of wages for such worker shall be increased by 25 per cent. while such materials are being handled.

Payment of Wages

6. All wages, including overtime, shall be paid weekly not later than Friday and prior to the ordinary hour of ceasing work.

Deduction from Wages

7. Except in the case of casuals, no deduction shall be made from the wages of any worker covered by this award except for time lost by such worker through sickness, accident, default, or voluntary absence.

Termination of Engagement

8. Not less than one week's notice shall be given by either party of the termination of the engagement; but nothing in this clause shall affect the right of an employer to summarily dismiss any worker for good cause.

Holidays

9. (a) The following shall be the 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 Show Day or a day in lieu thereof.

(b) Payment for the said holidays shall be made at the same rate as for an ordinary working-day to all persons who have been employed in the factory at any time during the fortnight ending on the day on which the holiday occurs, provided that such holiday falls on an ordinary working-day.

(c) Any work done on Sundays or on any of the above-mentioned holidays shall be paid for at double time rates.

(d) Should any of the above holidays, except Anzac Day, fall on a Sunday, it shall be observed on the following Monday.

Annual Holiday

10. A holiday of two weeks on full pay shall be granted to each worker on completion of each year of service under this award and at a time to be mutually arranged between the employer and the worker.

Should a holiday under clause 9 fall during the period of a worker's annual holiday, it shall not be regarded as part of the annual holiday.

General Conditions

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

(b) Where any worker is in receipt of a higher rate of wages than that provided in this award, such wages shall not be reduced so long as a worker continues in the same job.

(c) A rest-room shall be provided for woman workers.

(d) Gum boots and aprons shall be provided where necessary.

(e) A satisfactory dining-room shall be provided where necessary.

(f) A suitable first-aid outfit shall be provided in a place convenient and accessible to the workers.

(g) Any worker required to clean machines shall be provided with overalls free of cost and shall be paid for such work at the rate of 3d. per hour in addition to his appropriate rate of wages.

(h) The Board's by-laws in respect of annual, sick, and retiring leave shall apply to workers employed under this award.

Matters not provided for

12. 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 Conciliation Commissioner, who may either decide 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.

Right of Entry

13. 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.

Increase in Rates of Remuneration

14. All rates of remuneration (which term includes time and piecework rates, overtime, and other special payments) provided for in this award shall be subject to the provisions of the general orders dated 9th August, 1940, and 31st March, 1942, under the Rates of Wages Emergency Regulations 1940, increasing rates of remuneration as follows:—

- (a) The order dated the 9th August, 1940, increases all rates of remuneration by an amount equal to 5 per cent. thereof:
- (b) The order dated the 31st March, 1942, increases all rates of remuneration (inclusive of the August, 1940, bonus) by an amount equal to 5 per cent., but this increase is payable—
 - (i) In the case of males twenty-one years of age and over, on earnings up to £5 per week only;
 - (ii) In the case of females twenty-one years of age and over, on earnings up to £2 10s. per week only; and
 - (iii) In the case of males or females under twenty-one years of age, and apprentices, on earnings up to £1 10s. per week only.

Workers to be Members of Union

15. (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

16. (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

17. This award shall apply only to the parties named herein.

Term of Award

18. This award, in so far as it relates to wages, shall be deemed to have come into force on the 18th day of February, 1944, 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 18th day of February, 1945.

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 9th day of March, 1944.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

With the exception of one subclause, the terms of the award represent the agreement of the assessors in Conciliation Council.

The workers in this industry were previously covered by an agreement dated the 15th June, 1940, under which the minimum rate of wages for female workers went up to 55s. per week, as compared with the rate of 50s. per week provided for in most other laundry awards in the Dominion.

On the other hand, the North Canterbury Hospital Boards, &c., agreement made no provision for extra payments of 5s. per week for hand ironing, sorting, marking, checking, &c., it being explained to the Court that the employers desired the maximum flexibility in regard to interchange of duties amongst the workers. Recently the weekly rates for the same classes of laundry workers in other branches of the industry have been increased by 2s. 6d. per week, so that now the minimum rate for fully-fledged female workers employed on hand ironing, &c., by the North Canterbury Hospital Board is 2s. 6d. less than the minimum rate prescribed for similar workers in most other parts of the Dominion.

We are of the opinion that this is an anomaly which should be adjusted, having regard to the purposes of the Economic Stabilization Emergency Regulations, and therefore the rates agreed upon in Conciliation Council have been incorporated in the award.

The assessors also agreed to the insertion of a provision for an additional payment per hour for certain dirty work. We are satisfied that dirty work is being done and that the provision for some additional payment is in line with the general rule applying throughout industry.

Having regard to the provisions of the Economic Stabilization Emergency Regulations, however, we are not prepared to insert in the award the actual rate agreed upon by the parties, but have provided for a rate in line with the rates generally prescribed in awards for such work.

A. TYNDALL, Judge.