

NORTHERN, TARANAKI, WELLINGTON, WESTLAND, CANTERBURY, AND OTAGO AND SOUTHLAND BAKERS AND PASTRYCOOKS AND THEIR LABOURERS.—AMENDMENT OF AWARD

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and the Economic Stabilization Emergency Regulations 1942; and in the matter of an application for amendment of the Northern, Taranaki, Wellington, Westland, Canterbury, and Otago and Southland Bakers and Pastrycooks and their Labourers' award, dated the 10th day of August, 1938, and recorded in 38 Book of Awards 2049.

In pursuance and exercise of the powers vested in it by the Economic Stabilization Emergency Regulations 1942, and upon application made by a party to the Northern, Taranaki, Wellington, Westland, Canterbury, and Otago and Southland Bakers and Pastrycooks and their Labourers' award, dated the 10th day of August, 1938, and recorded in 38 Book of Awards 2049, this Court doth hereby order as follows:—

1. That the said award shall be amended—

(i) By deleting subclause (a) of clause 3 (Wages), and substituting therefor the following subclause:—

“(a) The minimum rates of wages shall be as follows:—

	Per Week.		
	£	s.	d.
“Foreman baker or pastrycook ..	6	10	0
“Journeyman baker and pastrycook ..	6	0	0
“Baker's labourer	5	5	0
“Packer	5	5	0”

(ii) By deleting subclause (a) of clause 4 (Jobbers), and substituting therefor the following subclause:—

“(a) A journeyman jobber shall be paid not less than £1 4s. 4d. per day or a labourer jobber £1 1s. 4d. per day of eight hours. He shall be paid not less than five hours' wages in any event. If he is employed for less than eight hours, he shall be paid not less than 3s. 0½d. per hour for a journeyman jobber and not less than 2s. 8d. per hour for a labourer jobber.”

(iii) By deleting the amount of “1s. 6d.” in clause 5 (Overtime), and substituting therefor the amount of “1s. 8½d.”

(iv) By deleting subclause (a) of clause 6 (Junior Labourers), and substituting therefor the following subclause:—

“(a) Subject to the provisions and restrictions contained in subclause (b) of clause 3, junior labourers may be employed at not less than the following rates:—

“Junior labourers commencing at under nineteen years of age—

	Per Week.		
	£	s.	d.
“For the first six months ..	2	7	6
“For the second six months ..	2	12	0
“For the third six months ..	2	16	6
“For the fourth six months ..	3	2	0
“For the fifth six months ..	3	7	0
“Thereafter	3	13	0

“Or, on attaining the age of twenty-one years, labourers' rates.

“Junior labourers commencing between the ages of nineteen and twenty years of age shall be paid not less than the following—

	Per Week.		
	£	s.	d.
“For the first six months ..	2	16	6
“For the second six months ..	3	2	0
“For the third six months ..	3	7	0
“Thereafter	3	13	0

“Or, on attaining the age of twenty-one years, labourers' rates.

“Junior labourers commencing at the age of twenty years and up to twenty-one years shall be paid not less than—

	Per Week.		
	£	s.	d.
“For the first six months ..	3	12	6
“Thereafter until he reaches the age of twenty-one years ..	3	17	0

“Or, on attaining the age of twenty-one years, labourers' rates.”

(v) By deleting subclauses (b) and (c) of clause 11 (Employment of Females), and substituting therefor the following subclauses:—

“(b) The minimum rates of wages shall be as follows:—

			Per Week.		
			£	s.	d.
“ First six months	..	..	1	6	0
“ Second six months	..	..	1	10	0
“ Third six months	..	..	1	14	6
“ Fourth six months	..	..	1	18	6
“ Fifth six months	..	..	2	3	0
“ Sixth six months	..	..	2	7	6
“ Seventh six months	..	..	2	12	6
“ Eighth six months	..	..	2	17	6

“ Thereafter, a minimum rate as follows shall be paid: females employed as journeywomen shall be paid three-quarters the wages of journeymen.

“ Females, other than journeywomen and apprentices, shall not be employed to manufacture any goods in the bakehouse or to do any hot-plate work.

“(c) Females may be employed in breaking eggs, cleaning fruit, papering tins and cake-hoops, cleaning and greasing tins and utensils, finishing (including icing and piping, except as provided in subclause (d)), and packing small-goods, and generally to do all kinds of unskilled work at the following minimum rates of wages:—

			Per Week.		
			£	s.	d.
“ First six months	..	..	1	6	0
“ Second six months	..	..	1	11	0
“ Third six months	..	..	1	16	6
“ Fourth six months	..	..	2	5	0
“ Thereafter	..	..	2	12	6
“ Or, on attaining the age of twenty-one years	..	..	3	0	0”

2. That for the purpose of removing doubts as to the operation of the two general orders of the Court made under the Rates of Wages Emergency Regulations 1940, and dated the 9th August, 1940, and the 31st March, 1942, respectively, it is

hereby declared that the amended rates of remuneration provided by this order shall be increased to the extent and in the manner set forth in the said two general orders of the Court.

3. That this order shall be deemed to have come into force on the 1st day of April, 1945.

Dated this 13th day of June, 1945.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

The present position in this industry is that a forty-hour week at ordinary rates of pay is in operation as a result of recent litigation in the Supreme Court and the decision of an Emergency Disputes Committee set up under the Strike and Lockout Emergency Regulations 1939. Therefore, although the rates of wages prescribed in the present award are based on a forty-four-hour week, the amended rates included in the above order have been fixed on the basis of a forty-hour week.

Mr. Monteith is not in agreement, and his dissenting opinion follows.

A. TYNDALL, Judge.

DISSENTING OPINION OF MR. MONTEITH

I dissent because foreman bakers and journeyman bakers have not received the same increase as other workers. Why they should not receive the same increase as others I cannot understand. Also, the margin within the award has been altered. Journeymen should have received the same increase as bakers' labourers and packers. I do not agree with the statement that the rates in the present award are based on a forty-four-hour week. If they were, why have the bakers' labourers and packers been given more than the journeymen?
