

**AUCKLAND (TEN-MILE RADIUS) PRINTING TRADES' FEMALE  
EMPLOYEES.—AWARD**

In the Court of Arbitration of New Zealand, Northern 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 Auckland City Female Printing and Related Trades' Industrial Union of Workers (hereinafter called "the union") and the under-mentioned union (hereinafter called "the employers") :—

The Auckland Master Printers and Allied Trades' Industrial Union of Employers, 24 Winstone Buildings, Queen Street, Auckland.

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 31st day of December, 1946, 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 25th day of September, 1945.

[L.S.]

A. TYNDALL, Judge.

#### SCHEDULE

##### *Industry to which Award applicable*

1. This award shall apply to females whilst employed on or in connection with the following classes of work: book-binding, paper-ruling, envelope-making, bronzing, or whilst employed on printers' or book-binders' machines; or on work done for sale on Roneo-type or similar machines; or whilst employed on any other kind of work now done by females under existing custom.

*Wages*

2. (a) The minimum weekly rates of wages shall be as follows:—

Age on commencing Employment.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	Thereafter.
Under 17 years ..	25/-	30/-	35/-	40/-	45/-	50/-	55/-	65/-
Over 17 years ..	27/6	32/6	37/6	42/6	47/6	52/6	57/6	65/-
Over 18 years ..	30/-	35/-	40/-	45/-	50/-	55/-	60/-	65/-
Over 19 years ..	32/6	37/6	42/6	47/6	52/6	57/6	62/6	65/-

Provided that a worker of the age of twenty-one years or upwards shall be paid not less than the basic wage for the time being prevailing.

(b) Subject to the provisions of the Workers' Compensation Act, no deduction shall be made from the weekly wage fixed by this award except for time lost through the worker's sickness or default, or through accident to the worker arising out of and in the course of employment.

*Hours of Work*

3. (a) The minimum wages prescribed shall be paid for forty hours, to be worked on five days of the week, Monday to Friday inclusive, between 8 a.m. and 6 p.m.

(b) Each employer may from time to time fix the times for starting and stopping work.

(c) An employer may, by agreement with a majority of the workers in his factory, fix the working-hours at not more than nine hours on one or more days and at less than eight hours on the other day or days of the week. Any alteration in the terms of such agreement made with the consent of a majority of the workers shall take effect two weeks after such consent shall have been given. Every such agreement shall be subject to the approval of the union.

*Overtime*

4. All time worked during any day before or after the times fixed in accordance with clause 3 (b) shall be paid for at the rate of time and a half for the first four hours and thereafter at double rates.

### *Increase in Rates of Remuneration*

5. All rates of remuneration, including time and piece-wages and overtime and any other special payments, provided for in this award shall be increased to the extent and in the manner prescribed by 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.

EXPLANATORY NOTE.—(1) The general order of the 9th August, 1940, increased rates of remuneration determined by awards and industrial agreements and apprenticeship orders by an amount equal to 5 per cent. thereof.

(2) (a) The general order of the 31st March, 1942, further increased rates of remuneration determined by awards and industrial agreements and apprenticeship orders (inclusive of the 5 per cent. increase provided by the general order of the 9th August, 1940) by an amount equal to 5 per cent. thereof, but excluded from the increase such portion of the remuneration of each worker as exceeded—

- (i) The amount of £5 a week in the case of male workers twenty-one years of age and over;
- (ii) The amount of £2 10s. a week in the case of female workers twenty-one years of age and over;
- (iii) The amount of £1 10s. a week in the case of male and female workers under twenty-one years of age; and
- (iv) The amount of £1 10s. a week in the case of apprentices under apprenticeship orders.

(b) The increase in rates of remuneration provided by the order referred to in (a) hereof applied to the unexcluded portion of the remuneration of each worker, irrespective of his or her total weekly remuneration.

(3) The term "rates of remuneration" includes time and piece-wages and overtime and any other special payments. The term "remuneration" means actual earnings, including time and piece wages and overtime and any other special payments.

### *Holidays*

6. (a) The provisions of the Annual Holidays Act, 1944, shall apply to all workers employed under this award.

(b) The provisions of the Factories Act, 1921–22, and its amendments, with regard to holidays, payment for holidays, and payment for work done on Sundays and holidays shall apply to all workers employed under this award. The holidays to be allowed under this clause are Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, and the birthday of the reigning Sovereign. If any holiday, other than Anzac Day, falls on a Sunday, each such holiday shall be allowed on the next succeeding day.

(c) In addition to the holidays aforesaid, one other whole-holiday shall be allowed, either on Anniversary Day or by the addition of one day on full pay to the annual holiday.

(d) By agreement between the employer and the majority of the workers in any factory, any day specially applied for may be observed as a holiday (a) without payment therefor, or (b) by a variation of the hours of work so that time lost may be made up.

#### *Meal Interval*

7. No worker shall be employed for more than four hours and one-half continuously without an interval for a meal. By agreement between the employer and the majority of the workers, the interval may be less than three-quarters of an hour.

#### *Meal-money*

8. (a) When a worker has to return to work after an interval subsequent to the completion of the ordinary day's work, and notice has not been given on the previous day that she will be required to work overtime, she shall be paid meal-money of not less than 2s.

(b) When a worker has been notified that she will be required to work overtime and the notice is subsequently withdrawn, she shall receive meal-money.

(c) Meal-money shall also be paid to any worker employed overtime on the production of race cards if such overtime employment is either completed or commenced between 10.30 p.m. and 6.30 a.m.

#### *Casual Workers*

9. A casual worker is a worker who is employed for a period of less than one week. Every such worker shall be paid at the rate of 10 per cent. above award rates, with a minimum of one day's pay, except on Saturday. This provision shall not apply to casual workers employed on the publishing days of weekly, fortnightly, or monthly journals.

#### *Piecework*

10. 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.

#### *Notice*

11. Any worker employed for two consecutive months in any factory shall be entitled to one week's notice that her services are dispensed with, and any worker leaving her employment shall likewise give one week's notice: Provided that

nothing herein contained shall affect the right of an employer to dismiss without notice any worker guilty of such misconduct as would at common law justify the immediate dismissal of such worker.

#### *Bronzing*

12. Workers engaged on hand-bronzing shall be supplied with the necessary safeguards as provided in regulations issued by the Labour Department. No worker shall be required to perform this work for more than four hours on any one day.

#### *Right of Entry*

13. 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, but not so as to interfere unreasonably with the employer's business.

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

14. (a) Subject to the provisions of subsection (5) of section 18 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.

(c) Every person who, being obliged to become a member of any union by the operation of the foregoing provisions, fails to become a member of that union when requested so to do by his employer or any officer or representative of the union commits a breach of this award, and shall be liable accordingly.

(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.

*Scope of Award*

16. This award shall operate within a radius of ten miles from the chief post-office in the City of Auckland.

*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 the 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 area to which this award relates.

*Term of Award*

18. This award, in so far as it relates to wages, shall be deemed to have come into force on the 1st day of April, 1945, and so far as all 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 31st day of December, 1946.

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 25th day of September, 1945.

[L.S.]

A. TYNDALL, Judge.

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## MEMORANDUM

The only matter in dispute and referred to the Court for settlement related to wages. In other respects the award embodies the terms of settlement arrived at by the assessors in Conciliation Council.

In making the wages provisions of the award retrospective to the 1st April, 1945, the Court has taken into consideration the application under the Economic Stabilization Emergency Regulations 1942 for amendment of the expiring award.

Upon application made in that behalf, and to enable the working-hours provisions of the award to become effective, the Court, with the agreement of the representatives of the parties, is issuing an order extending the limits of working-hours prescribed by section 3 (1) of the Factories Amendment Act, 1936.

A. TYNDALL, Judge.

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