

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

In the Court of Arbitration of New Zealand, Otago and Southland Industrial District.—In the matter of the Economic Stabilization Emergency Regulations 1942; and in the matter of the industrial agreement, made on the 25th day of March, 1945, between Coulls, Somerville, Wilkie, Ltd., and others, and the Otago Printing and Related Trades' Industrial Union of Workers.

WHEREAS by the Economic Stabilization Emergency Regulations 1942 it is provided that no industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, shall come into force until it is filed under section 28 of the said Act: And whereas it is provided further that no such industrial agreement shall be accepted by a Clerk of Awards for filing as aforesaid unless it has been approved by the Court for the purposes of the said regulations: And whereas application has been made for approval of the industrial agreement made on the 25th day of March, 1945, between Coulls, Somerville, Wilkie, Ltd., and others, of the one part, and the Otago Printing and Related Trades' Industrial Union of Workers, of the other part: Now, therefore, the Court, having had regard to and having taken into consideration the matters and things as required by the said regulations, doth hereby approve the said industrial agreement solely for the purposes of the said regulations.

Dated this 20th day of July, 1945.

[L.S.]

A. TYNDALL, Judge.

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

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 25th day of March, 1945, 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 agreement applies is that of cardboard-box, carton, cardboard-container, paper-bag making (excluding envelopes), and waxed-paper products. It shall not apply to females, who are covered by the Female Box-makers' 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, Paper-bag Makers', and Waxed-paper Products' agreement.

Hours of Work

2. (a) Except as otherwise provided, the ordinary 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.

(b) A night shift is one of which the greater part (meal-time being included) is worked between 7.30 p.m. and 6.30 a.m.

(c) Each worker employed on night-shift work shall receive, in addition to his ordinary wages, the sum of 3s. per shift.

(d) A day-worker who works on a night shift for less than a week shall be paid the extra allowance for work on night shift. This allowance shall not be payable to day-workers employed overtime.

Classification and Wages

3. *Adult Male Workers.*—(a) Adult employees whose duty is to set up for other employees the machines in slitting and sheeting, waxing, cardboard-box, carton, cardboard-container, and paper-bag making sections of the industry: 10s. per week above the rate prescribed in subsection (b) of this section.

(b) Cutting, creasing, carton machinists, boxmaking machinists, slitting and sheeting machinist on waxing machines, gumming machinists, mounting machinists, and machinists working other machines, paper bag machinists: £5 19s. 2d. per week.

(c) Guillotine-cutting machine operator .. 5 19 2

(d) Juniors on guillotine machines—

					Per Week.	£	s.	d.
First year	..	..	..	..	3	9	0	
Second year	..	..	..	..	4	0	0	
Third year	..	..	..	..	4	12	0	
Fourth year	..	..	..	..	5	4	0	
Thereafter	..	..	..	..	5	19	2	

(e) General hand (one who is not covered by any other classification in the agreement) .. 5 1 8

(f) General hands may not make ready or make any adjustments to machines unless subject to subclause (g) of this clause.

(g) General hands may be trained to become machinists on the following rates and conditions—

					Per Week.	£	s.	d.
First year	..	..	..	..	5	1	8	
Second year	..	..	..	..	5	10	0	
Thereafter	..	..	..	..	5	19	2	

(h) *Females* in waxing department:—

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/-

Increase in Rates of Remuneration

4. All rates of remuneration (which term includes time and piecework rates, overtime, and other special payments) provided for in this agreement shall be subject to the provisions of the general orders dated the 9th of August, 1940, and the 31st of March, 1942, under the Rates of Wages Emergency Regulations 1940, increasing the 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 centum thereof:
- (b) The order dated 31st March, 1942, increases all rates of remuneration (inclusive of the August, 1940, bonus) by an amount equal to 5 per centum, but this increase is payable:—
 - (1) In the case of males twenty-one years and over, on earnings up to £5 per week only;
 - (2) In the case of females twenty-one years of age and over, on earnings up to £2 10s. per week only; and
 - (3) In the case of males or females under twenty-one years of age, and apprentices, on earnings up to £1 10s. per week only.

Casual Workers

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 15 per cent. above the rates prescribed in this agreement, 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 20 per cent. above the minimum rate of wages herein provided.

Deductions

7. 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, and its amendments.

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. Time worked in excess of four hours overtime in any one day shall be paid for at double time.

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, and Boxing Day. In addition to the holidays aforesaid, one other whole holiday shall be observed either on a day generally observed as a holiday, such as anniversary day, or by the addition of one day on full pay to the annual holiday.

(b) In the event of a holiday, other than Anzac Day, falling on a Saturday or a Sunday, such holiday shall be observed on the succeeding Monday, and in the event of another holiday falling on such Monday, such other holiday shall be observed on the succeeding Tuesday.

(c) The payment for the said holidays shall be made 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.

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

Annual Holiday

11. All workers shall be granted two (2) weeks' 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 two weeks' 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) Except in the case of night-shift workers, 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. (a) Any worker who considers himself incapable of earning the minimum wages fixed by this agreement may be paid such lower wage as may from time to time be fixed, on 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 wages 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 the employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Workers to be Members of Union

16. (a) It shall not be lawful for any employer bound by this agreement to employ or to continue to employ in any position or employment subject to this agreement any adult person who is not for the time being a member of an industrial union of workers bound by this agreement or who is not for the time being a member of a trade-union which was registered as such before the 1st of May, 1936, and which is bound by this agreement: Provided, however, that any non-unionist may be continued in any position or employment by an employer bound by this agreement during any time while there is no member of a union bound by this agreement who is available to perform the particular work required to be done and is ready and willing to undertake it.

(b) For the purpose of subclause (a) of this clause a person of the age of eighteen years of age or upwards, and every person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this agreement 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 a union.)

(c) Employers shall, if requested by the organizing secretary of the union, supply him with a list of the names of the members of the staff, such application to be made not oftener than once each month.

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 agreement for the purpose of interviewing any

worker (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.

Scope of Agreement

18. This agreement shall operate throughout that portion of the Otago and Southland Industrial District formerly known as the Otago Provincial District.

Term of Agreement

19. This agreement shall be deemed to have come into force on the 1st day of April, 1945, and shall continue in force until the 31st day of March, 1946.

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

For the employers—

The common seal of Coulls, Somerville, Wilkie, Ltd., was hereto affixed this eighteenth day of May, 1945, in the presence of—

[L.S.]

T. SOMERVILLE, Director.
THOMAS C. COULL, Director.
D. W. DAVIES, Secretary.

The Evening Star Co., Ltd.—

J. B. ROBERTSON.

For Mackintosh, Caley, Phoenix, Ltd.—

JUSTIN ENGLISH, Secretary.

For Cadbury, Fry, Hudson, Ltd.—

S. T. HUDSON, Director.

For the union—

[L.S.]

W. J. M. WILSON, Secretary.