

BRITISH BUTTONS AND BUCKLES, LTD., PETONE, EMPLOYEES.

—AWARD

In the Court of Arbitration of New Zealand, Wellington 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 New Zealand Engineering, Coachbuilding, Aircraft, and Related Trades' Industrial Union of Workers (hereinafter called "the union") and the undermentioned company (hereinafter called "the employers") :—

British Buttons and Buckles, Ltd., 16-22 Plunket Avenue, Petone.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the terms of settlement arrived at in the abovementioned dispute and forwarded directly to the Court pursuant to the provisions of section 3 of the Industrial Conciliation and Arbitration Amendment Act (No. 2), 1939, 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 29th day of August, 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 18th day of September, 1945.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Application of Award

1. This award shall apply to the workers employed by British Buttons and Buckles, Ltd., Plunket Avenue, Petone, in the manufacture and preparation of casein and synthetic products, or any products incidental to the manufacture of buttons or buckles and all dress accessories, but shall not include workers covered by another award.

Hours of Work

2. (a) Forty hours shall constitute an ordinary week's work, of which not more than eight hours may be worked on each day from Monday to Friday inclusive, and between the hours of 7.30 a.m. and 5 p.m. The time of starting and ceasing work between these hours shall be mutually arranged, with a break of not more than one hour for lunch.

(b) No worker shall be required to work more than four and a quarter hours continuously without an interval of at least three-quarters of an hour for a meal.

Shifts

3. Notwithstanding anything elsewhere contained in this award, shifts may be worked as required by the employer. In factories or workshops where a worker is required to work not more than three consecutive afternoons or nights on shift-work outside the hours prescribed in clause 2 hereof, he shall be paid at overtime rates as provided in clause 4 hereof. If he is required to work more than three consecutive afternoon or night shifts, he shall be paid, in addition to ordinary rates while employed on such shifts, 10 per cent. extra while employed on such shifts.

Overtime

4. (a) Except in the case of shift-work, all time worked on any day in excess of the hours prescribed in clause 2 hereof shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) Unless by agreement with the union, no junior shall be called upon to work overtime on more than three nights per week, and no worker shall be permitted to work overtime or on night shift unless another person is present in the factory.

Holidays

5. The following shall be the recognized holidays:—

- (a) New Year's Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, Boxing Day, and Anniversary Day. When any of the holidays mentioned in this clause (except Anzac Day) fall on a Sunday, such holiday shall be observed on the following Monday.
- (b) All workers who have been employed in the factory any time during the fortnight ending on the day on which any of the above-mentioned holidays occur shall be paid therefor.
- (c) No payment over and above the ordinary week's wages shall be made to any worker for a holiday which falls on what is not ordinarily a working-day except for work actually performed on such day.
- (d) Any worker employed on any of the aforesaid holidays or on Sundays shall be paid double time rates therefor, such wage to be in addition to the ordinary weekly wage.
- (e) Notice of closing down for Christmas holidays shall be posted in a conspicuous place for at least seven days before the holidays.

Annual Holidays

6. The provisions of the Annual Holidays Act, 1944, shall apply to all workers covered by this award.

Wages

7. (a) All adult male workers shall be paid at the rate of 2s. 9½d. per hour for ordinary hours of work.

(b) Adult female workers shall be paid at the rate of £3 2s. 6d. per week.

(c) Workers engaged in saw-room shall receive 8s. 3d. per week extra and be supplied with goggles, masks, and gloves.

(d) The minimum weekly rates payable to junior males shall be as follows:—

Age commencing.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Seventh Six Months.	Eighth Six Months.	Ninth Six Months.	Tenth Six Months.
Under 16 ..	25/-	30/-	35/-	40/-	45/-	50/-	55/-	60/-	70/-	80/-
16 to 17..	27/6	32/6	37/6	42/6	47/6	55/-	60/-	65/-	70/-	80/-
17 to 18..	32/6	37/6	42/6	50/-	57/6	65/-	70/-	80/-	..	..
18 to 19..	42/6	47/6	55/-	62/6	70/6	80/-	..	..	..	..
19 to 20..	55/-	65/-	70/-	80/-	..	..	..	..	..	..
20 to 21..	70/-	80/-	..	..	..	..	..	..	..	..
And thereafter, adult rate.										

(e) The minimum weekly rates payable to junior females shall be as follows:—

	Per Week.		
	£	s.	d.
First six months ..	1	3	0
Second six months ..	1	7	0
Third six months ..	1	11	0
Fourth six months ..	1	15	0
Fifth six months ..	2	0	0
Sixth six months ..	2	5	0
Seventh six months ..	2	12	6
Thereafter ..	3	2	6

(f) Wages shall be paid weekly, not later than Thursday, and before knocking off time.

(g) Charge hands in charge of three or more workers shall be paid 8s. 3d. per week extra while so in charge.

(h) Wages shall be paid weekly. Subject to the provisions of the Factories Act relating to deductions from wages, only time worked shall be paid for.

Increase in Rates of Remuneration

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

General Provisions

9. (a) It shall be the duty of the employer to provide lockers or other suitable accommodation wherein employees may keep their clothes, good ventilation, and proper sanitary arrangements, also a sufficient supply of boiling water at meal-times and for washing at knocking-off times.

(b) An employer shall provide reasonable facilities for supplying warmth for employees in the factory in cold weather.

(c) In all cases where artificial light is required, electric light shall be supplied, where available.

(d) Gloves shall be provided by the employer wherever necessary.

(e) In places where the workers stand at machines or places where there is a concrete floor, "duck-boards" shall be provided.

(f) There shall be suitable emergency exits and suitable emergency fire-fighting appliances easily accessible to the employees.

(g) In cases where the worker is obliged to work in dust or in fumes, goggles and respirators shall be provided.

(h) Where the worker works with acid, rubber gloves shall be provided.

(i) The employer shall allow meal-money at the rate of 2s. per meal when workers are called upon to work overtime after 6 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday, or after 1 p.m. on Saturday, unless such workers can reasonably get home for a meal and return to their work in one hour, in which case the meal allowance need not be paid.

The meal-money payment provided for in this subclause shall not be subject to the provisions of the two general orders of the Court made under the Rates of Wages Emergency Regulations 1940.

(j) When the night shift starts work or finishes work after the cessation of ordinary wheeled traffic, the employer shall provide means of conveyance to or from some convenient central point or points, as the case may be.

(k) There shall be a lunch-room for male and female employees, which shall be provided with tables and seating accommodation.

(l) A rest period of ten minutes shall be allowed and paid for during every morning and afternoon for females.

(m) Female workers shall not be employed on night shifts.

(n) Workers employed at the coming into operation of this award shall not have their existing rates reduced while they continue in the same employment.

(o) Overalls and/or caps shall be provided for female workers where the union and the employer agree that they are necessary.

(p) Work seats shall be supplied for female workers where it is possible to use them.

"Smoke-oh"

10. Except at jobs where smoking is prohibited, time at which smoking shall be permitted in the factory shall be mutually arranged between the employer and the workers in each case.

Accidents

11. (a) A modern first-class emergency case, fully equipped, shall be kept in a convenient and accessible place in the factory and shall be open to inspection by a union official once a month. Provision shall be made for a supply of hot water at short notice.

(b) Facilities shall be provided for rendering first aid in the case of accidents to workers while working outside the employer's place of business.

Access to Workshop

12. The secretary or other authorized officer of the local union of workers concerned shall, with the consent of the employer (which consent shall not be unreasonably withheld), be entitled to enter at all reasonable times upon the premises or factory and there interview any workers, but not so as to interfere unreasonably with the employer's business. The employer shall give recognition to any worker who is appointed shop steward in the section of the factory in which he or she is employed.

Workers to be Members of Union

13. (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

14. (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

15. This award shall operate throughout the Wellington Industrial District.

Term of Award

16. This award, in so far as it relates to wages, shall be deemed to have come into force on the 29th day of August, 1945, 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 29th day of August, 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 18th day of September, 1945.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

In making the award, which embodies the terms of settlement arrived at by the assessors in Conciliation Council, the Court has had regard to the provisions of the Economic Stabilization Emergency Regulations 1942.

Wages have been made payable retrospectively, in accordance with the agreement of the parties.

A. TYNDALL, Judge.