

TARANAKI, WELLINGTON, MARLBOROUGH, CANTERBURY, AND
SOUTHLAND **RACING, TROTTING, AND HUNT CLUBS'**
ATTENDANTS.—AWARD

[Filed in the Office of the Clerk of Awards, Wellington.]

In the Court of Arbitration of New Zealand, Taranaki, Wellington, Marlborough, Canterbury, and Otago and Southland Industrial Districts.—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 (except Northern, Nelson, and Westland) Theatrical and Places of Amusement and Related Employees' Industrial Union of Workers (hereinafter called "the union") and the undermentioned clubs (hereinafter called "the employers") :—

TARANAKI INDUSTRIAL DISTRICT

Hawera Trotting Club, High Street, Hawera.
Egmont Racing Club, P.O. Box 64, Hawera.
Opunake Racing Club, P.O. Box 11, Opunake.
Stratford Racing Club, P.O. Box 65, Stratford.
Taranaki Jockey Club, P.O. Box 33, New Plymouth.
Taranaki Hunt Club, P.O. Box 33, New Plymouth.

WELLINGTON INDUSTRIAL DISTRICT

Dannevirke Hunt Club, P.O. Box 14, Dannevirke.
Hawke's Bay Hunt Club, P.O. Box 13, Hastings.
Hawke's Bay Jockey Club, P.O. Box 13, Hastings.
Napier Park Racing Club, P.O. Box 10, Napier.
Waipukurau Jockey Club, P.O. Box 122, Waipukurau.
Wairoa Racing Club, P.O. Box 34, Wairoa.
Woodville District Jockey Club, Woodville.
Ashhurst-Pohangina Racing Club, Ashhurst.
Egmont-Wanganui Hunt Club, P.O. Box 9, Waverley.
Feilding Jockey Club, P.O. Box 45, Feilding.
Foxton Racing Club, Foxton.
Manawatu Hunt Club, P.O. Box 314, Palmerston North.
Manawatu Racing Club, P.O. Box 52, Palmerston North.
Marton Jockey Club, P.O. Box 3, Marton.
Rangitikei Hunt Club, P.O. Box 3, Marton.
Rangitikei Racing Club, P.O. Box 22, Bulls.
Wanganui Jockey Club, P.O. Box 15, Wanganui.
Waverley Racing Club, P.O. Box 9, Waverley.
Carterton Racing Club, P.O. Box 45, Carterton.
Levin Racing Club, P.O. Box 32, Levin.
Masterton Racing Club, Masterton.
Otaki Maori Racing Club, P.O. Box 13, Otaki.
Pahiatua Racing Club, P.O. Box 49, Pahiatua.
Wairarapa Racing Club, P.O. Box 9, Featherston.
Wellington Racing Club, P.O. Box 446, Wellington.
New Zealand Racing Conference, Dominion Building, Mercer Street,
Wellington.

MARLBOROUGH INDUSTRIAL DISTRICT

Marlborough Racing Club, Blenheim.
Marlborough Trotting Club, High Street, Blenheim.

CANTERBURY INDUSTRIAL DISTRICT

Amberley Racing Club, P.O. Box 1018, Christchurch.
Ashburton County Racing Club, P.O. Box 54, Ashburton.
Banks Peninsula Racing Club, P.O. Box 385, Christchurch.
Canterbury Jockey Club, P.O. Box 385, Christchurch.
Christchurch Hunt Club, P.O. Box 323, Christchurch.
Geraldine Racing Club, P.O. Box 34, Geraldine.
Hororata Racing Club, P.O. Box 1018, Christchurch.
North Canterbury Racing Club, P.O. Box 1018, Christchurch.
South Canterbury Hunt Club, P.O. Box 57, Timaru.
South Canterbury Jockey Club, P.O. Box 57, Timaru.
Waimate Racing Club, P.O. Box 11, Waimate.
New Zealand Metropolitan Trotting Club, corner of Oxford Terrace
and Armagh Street, Christchurch.
New Brighton Trotting Club, corner of Oxford Terrace and Armagh
Street, Christchurch.
Waimate District Hunt Club, P.O. Box 11, Waimate.

SOUTHLAND DISTRICT

Bichwood Hunt Club, P.O. Box 10, Otautau.
Clifden Racing Club, P.O. Box 10, Otautau.
Gore Racing Club, P.O. Box 46, Gore.
Otautau Racing Club, P.O. Box 10, Otautau.
Riverton Racing Club, Riverton.
Southland Racing Club, P.O. Box 249, Invercargill.
Wairio Jockey Club, 102 Preston Crescent, Dunedin.
Winton Jockey Club, P.O. Box 67, Winton.
Wyndham Racing Club, Wyndham.
Gore Trotting Club, Mersey Street, Gore.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the terms of settlement arrived at in the above-mentioned 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 1st day of October, 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 19th day of October, 1945.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Definition

1. This award shall apply to racing, trotting, and hunt clubs, except in respect of starters and their assistants, radio announcers, clerks of the course, clerks of the scales, judges, time-keepers and their assistants, and the staff employed within the totalizator.

Hours of Work

2. The ordinary hours of work shall not exceed eight, to be worked to suit the exigencies of the club.

Wages

3. (a) The minimum rates of wages for workers employed at meetings on the Trentham or Riccarton Racecourse or on the Hutt Park or Addington Trotting Course shall be as follows:—

	Per Day.		
	£	s.	d.
Ticket-sellers	}	1	13
Turnstile-keepers handling cash			
Change-teller			
Female cloak-room attendants ..	1	2	6
All other male workers	1	7	6

(b) At all other racing, trotting, or hunt club meetings the minimum wage shall be as follows:—

- | | Per Day. | | |
|--|----------|----|----|
| | £ | s. | d. |
| (i) Where a worker is employed for four hours or more— | | | |
| Ticket-sellers | 1 | 7 | 6 |
| All other male workers | 1 | 5 | 0 |
| Female workers | 1 | 2 | 6 |
- (ii) Where a worker is employed for less than four hours, 2s. 9d. an hour, with a minimum of three hours for any one period of employment.

Holiday Pay

4. To conform with the requirements of the Annual Holidays Act, 1944, the holiday card to be presented by the worker shall have affixed thereto in stamps in the case of the female worker 6d., and in the case of the male worker 1s., for each day or part of a day worked.

Overtime

5. All time worked in excess of eight hours shall be paid for at double ordinary rates.

Termination of Employment

6. The established arrangements for engaging and dismissing workers shall continue.

Uniforms

7. If a worker is required to wear a uniform, it shall be supplied by the employer. A uniform is a special dress or part of a dress other than a worker's ordinary clothing.

Meals

8. A worker shall not be employed for more than four hours continuously without an interval of at least half an hour for a meal, but this shall not apply if the employer provides the worker with refreshments at his post.

Commencement of Engagement

9. In the event of postponement, each worker directed by the employer to report for work and who does report on time shall be paid not less than 5s.

Transport

10. Where a worker is required to travel more than five miles to the place of employment, the employer shall pay for transport.

Matters not provided for

11. The essence of this award being that on no account whatsoever shall the work be impeded, 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 Conciliation Commissioner or other person mutually agreed upon, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner or such other person, 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.

Interviewing Workers

12. The secretary of the union, by arrangement with the employer, shall have the right to interview workers.

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.

Exemptions

15. (a) Nothing in this award shall apply to workers who are covered by the New Zealand Racecourse Employees' award.

(b) Nothing in this award shall apply to point-to-point hunt club meetings or to non-totalizator meetings.

(c) The general orders under the Rates of Wages Emergency Regulations 1940 shall not apply to any of the rates of remuneration under this award.

Application of Award

16. 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 industrial districts to which this award relates.

Scope of Award

17. This award shall operate throughout the Taranaki, Wellington, Marlborough, and Canterbury Industrial Districts, and that portion of the Otago and Southland Industrial District comprised in the former Provincial District of Southland.

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 October, 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 1st day of October, 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 19th day of October, 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.