

**AUCKLAND HOSPITAL BOARD LAUNDRY WORKERS.—MEMO-
RANDUM OF THE COURT OF ARBITRATION REFUSING
APPROVAL UNDER THE ECONOMIC STABILIZATION
EMERGENCY REGULATIONS 1942 OF AN INDUSTRIAL
AGREEMENT**

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of the Economic Stabilization Emergency Regulations 1942; and in the matter of an application for approval of the industrial agreement made on the 23rd day of April, 1945, between the Auckland Laundry Workers', Dyers', and Dry-cleaners' Industrial Union of Workers and the Auckland Hospital Board.

MEMORANDUM OF THE COURT, DELIVERED BY TYNDALL, J.

REGULATION 39 of the Economic Stabilization Emergency Regulations 1942 prescribes, *inter alia*, that no industrial agreement shall come into force until it is filed under section 28 of the Industrial Conciliation and Arbitration Act, 1925, and, further, that no such agreement shall be accepted for filing unless it has been approved by the Court of Arbitration for the purposes of the regulations.

Subclause (3) of Regulation 39 (as amended) reads as follows:—

In exercising its powers and functions in relation to the approval of any industrial agreement for the purposes of these regulations the Court shall have regard to the general purpose of these regulations and also to the desirability of so fixing rates of remuneration as to restore or preserve a proper relationship with the rates of remuneration of other workers or classes of workers (whether fixed by any award, apprenticeship order, or industrial agreement or otherwise), but, except as provided in Regulations 42 and 43 hereof and in subclause (4) of this regulation, the Court shall not have regard to any fluctuations in the cost of living.

The Court has before it an application for approval of an industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, on the 23rd April, 1945, between the Auckland Laundry Workers', Dyers', and Dry-cleaners' Industrial Union of Workers and the Auckland Hospital Board.

The Court is advised that the parties from 1st December, 1942, worked under an unregistered agreement which expired on 30th November, 1944. Clause 3 of that agreement prescribed the following minimum rates of wages for male and female workers:—

(a) Male Workers—

Age commencing at Trade.	First Year.		Second Year.		Third Year.		Fourth Year.		Fifth Year.	
	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.
Under 16 years ..	17/6	22/6	27/6	32/6	37/6	42/6	47/6	55/-	65/-	75/-
16 to 17 years ..	22/6	27/6	32/6	37/6	42/6	47/6	55/-	65/-	75/-	95/-
17 to 18 years ..	27/6	32/6	37/6	42/6	47/6	55/-	65/-	75/-	95/-	95/-
18 to 19 years ..	35/-	40/-	45/-	52/6	62/6	75/-	95/-	95/-	95/-	95/-
19 to 20 years ..	42/6	50/-	60/-	79/-	95/-	95/-	95/-	95/-	95/-	95/-
20 to 21 years ..	57/6	67/6	95/-	95/-	95/-	95/-	95/-	95/-	95/-	95/-

Thereafter, £4 15.

(b) Female Workers—

Age commencing at Trade.	First Year.		Second Year.		Third Year.		Fourth Year.	
	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.
Under 16 years ..	17/6	21/6	25/6	29/6	33/6	37/6	42/6	42/6
16 to 17 years ..	20/-	24/-	28/-	32/-	36/-	40/-	42/6	42/6
17 to 18 years ..	22/6	26/6	30/6	34/6	38/6	42/6	42/6	50/-
18 to 19 years ..	25/-	29/-	33/-	37/6	42/6	42/6	50/-	50/-
19 to 20 years ..	27/6	32/6	37/6	42/6	42/6	50/-	50/-	50/-
20 to 21 years ..	30/-	36/-	42/6	42/6	50/-	50/-	50/-	50/-

Thereafter, £2 10s.

Clause 6 of the agreement made provision for increases to the above rates in accordance with the Court's general orders of 1940 and 1942.

The agreement of 23rd April, 1945, which the Court is asked to approve, includes the following general provisions for male and female workers:—

The following shall be the minimum rates of wages:—

Males (a)—

	£	s.	d.
Under eighteen years of age	4	0	0
Over eighteen years of age, or after twelve months' service	5	5	0

Females (b)—

Under eighteen years of age	2	15	0
Over eighteen years of age, or after twelve months' service	3	5	0

It is proposed that the above rates should be increased in accordance with the Court's general orders of 1940 and 1942.

An amendment of the Northern Industrial District Laundry Workers', Dyers', and Dry-cleaners' award made by the Court on 11th May, 1945, pursuant to the Economic Stabilization Emergency Regulations makes the following provision for the wages of laundry workers:—

(a) The following shall be the minimum weekly rates of wages for male workers:—

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	52/6	60/-	65/-	70/-	80/-
17 to 18 ..	32/6	37/6	42/6	47/6	55/-	62/6	70/-	80/-	..	..
18 to 19 ..	42/6	47/6	55/-	62/6	70/-	80/-	..	..	..	..
19 to 20 ..	55/-	60/-	70/-	80/-	..	..	..	..	..	..
20 to 21 ..	70/-	80/-	..	..	..	..	..	..	..	..

Thereafter, £5 5s. per week.

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

(b) The following shall be the minimum weekly rates of wages for female workers:—

Age commencing.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Seventh Six Months.
Under 16	22/6	27/6	32/6	37/6	42/6	47/6	55/-
16 to 17	25/-	30/-	35/-	40/-	47/6	54/-	..
17 to 18	30/-	35/-	40/-	45/-	53/-	..	..
18 to 19	32/6	37/6	45/-	52/-	..	..	..
19 to 20	37/6	44/-	51/-	..	..	..	..
20 to 21	42/6	50/-	..	..	..	..	..

Thereafter, or on attaining the age of twenty-one years, not less than £3 2s. 6d. per week.

The above rates are increased in accordance with the Court's general orders of 1940 and 1942.

It will be seen that the minimum rates prescribed in the agreement which is before the Court for approval are appreciably in excess of those specified in the 1942 Hospital Board agreement, and also in excess of those prescribed for workers under the latest amendment to the award governing the operations of commercial laundries in Auckland.

The following examples show the comparative minimum gross rates for several typical classes of workers under the three documents:—

	1942 Auckland Hospital Board Agreement.	1945 Auckland Hospital Board Agreement.	Northern Laundry Workers' Award (as amended).
	£ s. d.	£ s. d.	£ s. d.
Male worker 16 to 17 years of age (commencing rate)	1 4 9 $\frac{3}{4}$	4 5 6	1 10 3 $\frac{3}{4}$
Same male worker after twelve months' service	1 15 7 $\frac{1}{2}$	5 11 9	2 0 10 $\frac{1}{2}$
Male worker 18 to 19 years of age (commencing rate)	1 18 3	5 11 9	2 6 1 $\frac{1}{2}$
Female worker 17 to 18 years of age (commencing rate)	1 4 9 $\frac{3}{4}$	2 19 3	1 13 0
Same female worker after twelve months' service	1 13 6 $\frac{1}{4}$	3 9 9	2 3 6
Female worker 18 to 19 years of age (commencing rate)	1 7 6 $\frac{3}{4}$	3 9 9	1 15 7 $\frac{1}{2}$

With commendable frankness, the Auckland Hospital Board and the workers' union have advised the Court that the increased rates in the 1945 agreement have been determined "particularly with the object of attracting workers of the eighteen to twenty years' group to take up laundry work."

Under Regulation 38 the Court is directed—

- (a) To have regard to the general purpose of the Economic Stabilization Emergency Regulations, which is to promote the economic stability of New Zealand:
- (b) To have regard to the desirability of so fixing rates of remuneration as to restore or preserve a proper relationship with the rates of remuneration of other workers or classes of workers:
- (c) To disregard any fluctuations in the cost of living.

If all employers were allowed to increase the wages of their employees to the extent shown in the 1945 agreement and for the same or a similar purpose, we are satisfied that the economic stability of the Dominion would not thereby be promoted, nor do we consider that the proposed increases are necessary to restore or preserve a proper relationship between the rates of remuneration for laundry workers employed by the Auckland Hospital Board and the rates of remuneration of other classes of workers.

The Court therefore declines to approve the agreement.

The attention of the parties is also drawn to clause 3 (*m*) of the agreement, which affects rates of remuneration. According to communications received by the Court from both parties, the clause in its present form does not appear to express correctly their intentions.

Dated this 14th day of August, 1945.

[L.S.]

A. FYNDALE, Judge.