

WELLINGTON INDUSTRIAL DISTRICT **METER MAKERS AND  
REPAIRERS.**—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 union and companies (hereinafter called "the employers") :—

Wellington Gas-meter Manufacturers' Industrial Union  
of Employers, Manufacturers' Chambers, corner of  
Willis and Ghuznee Streets, Wellington.

Alder and Mackay, Ltd., Halleys Lane, Wellington.

Hibberd, Son, and Burns, Ltd., corner of Tory and  
Vivian Streets, Wellington.

Parkinson and Cowan (Australasia), Ltd., Ballance  
Street, Wellington.

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 on the day of the date hereof, and shall continue in force until the 22nd day of November, 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 22nd day of November, 1945.

[L.S.]

A. TYNDALL, Judge.

#### SCHEDULE

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

1. This award shall apply to all persons, firms, companies, and local bodies who are engaged in making, and/or assembling, and/or repairing, testing, painting, and packing gas-meters, or parts thereof.

*Hours of Work*

2. Forty hours shall constitute a week's work and eight hours a day's work, which shall be worked on five days of the week from Monday to Friday, both days inclusive, and between the hours of 7.30 a.m. and 5 p.m. The time of starting work may be varied by agreement with the union.

*Wages*

3. The minimum rates of wages to be paid to workers covered by this award shall be:—

- (a) Tin-meter makers and/or repairers, 3s. 1½d. per hour.
- (b) Cast-iron-meter makers and/or repairers, 2s. 11d. per hour.
- (c) Chargemen: Where a worker has been specially directed by his employer to take charge of any job and has under his control not less than two workers, such worker shall receive 1s. 6d. per day extra.
- (d) Testers, 2s. 11d. per hour.
- (e) Painters and packers, 2s. 11d. per hour.
- (f) Other adult workers, 2s. 8d. per hour.

*Youths*

4. (a) *Proportion.*—Assembly and meter-making (cast iron), one youth to three adults; assembly and meter-making (tin plate), one youth to four adults.

(b) *Wages.*—Boys and youths under twenty-one years of age may be employed on such light manufacturing-work as is agreed in accordance with the provisions of subclause (a) hereof.

The minimum weekly rates of wages payable to such boys and youths shall be in accordance with the following scale:—

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/-	47/6	52/6	57/6	62/6	70/-	80/-
16 to 17	27/6	32/6	37/6	42/6	50/-	55/-	62/6	67/6	75/-	80/-
17 to 18	32/6	37/6	45/-	50/-	57/6	65/-	75/-	80/-	..	..
18 to 19	45/-	50/-	55/-	62/6	72/6	80/-	..	..	..	..
19 to 20	57/6	62/6	75/-	80/-	..	..	..	..	..	..
20 to 21	70/-	80/-	..	..	..	..	..	..	..	..

And thereafter, or on attaining the age of twenty-one years, not less than the appropriate adult rate according to the class of work he is called upon to perform.

*Increase in Rates of Remuneration*

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

*Terms of Employment*

6. (a) In the case of weekly workers one week's notice of termination of employment shall be given by either party. In the case of hourly workers two hours' notice of the termination of employment shall be given by either party.

(b) Nothing in the foregoing subclause shall prevent an employer from summarily dismissing any worker for wilful misconduct.

(c) Deductions may be made from the wages of workers for time lost through sickness, accident, or default.

*Overtime*

7. (a) Overtime may be worked as required, provided that no worker shall be required to work on Friday night, except on breakdowns.

(b) For all work done in excess of eight hours in any one day or outside of the hours provided for in clause 2 hereof overtime shall be paid at the rate of time and a half for the first four hours and double time thereafter.

(c) The employer shall supply a suitable meal or allow meal-money at the rate of 2s. per meal when workers are called upon to work overtime after 6 p.m. on Sunday, 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 provisions of clause 5 hereof increasing rates of remuneration shall not apply to the meal-money payment provided for in this subclause.

(d) All hours worked on Saturday afternoon shall be paid for at the rate of double time.

(e) Any worker having worked continuously for twenty-four hours, inclusive of intervals for meal-hours, shall not be required to continue working without his consent.

(f) Any worker having worked all day and night and being required to continue working on into the next day shall be paid double rates for all time worked on the second day.

(g) Any worker having worked all day and having continued to work until after midnight shall be given eight hours off, or be paid double rates for all time worked on the second day.

(h) Any worker required to commence work after the cessation of public wheeled traffic or before the ordinary time of starting such traffic, and any worker who may work continuously until after the cessation of public wheeled traffic and cease work before the ordinary time of starting such traffic, shall be paid for time occupied in travelling to and from his home, computed on three miles per hour, at ordinary rates of pay.

If a conveyance is provided for the worker by his employer, he shall not be entitled to payment for travelling time.

For the purpose of this award "public wheeled traffic" shall mean trams, buses, trains, or ferries ordinarily used by workers travelling to and from their work.

(i) No worker shall be required to work more than four and a half hours continuously without an interval of at least three-quarters of an hour for a meal: Provided that this meal-hour may be reduced to half an hour by mutual agreement.

(j) Fifteen minutes' supper or crib time shall be allowed when working overtime in excess of four hours, and shall be paid for.

#### *Holidays*

8. (a) The following holidays shall be allowed without deduction from wages: A whole holiday on every Christmas Day, Boxing Day, New Year's Day and the day following, Anniversary Day, Good Friday, Easter Monday, Anzac Day, Labour Day, and the birthday of the reigning Sovereign. Should any of the said holidays (except Anzac Day) falls on a Sunday they shall be observed on the following Monday.

(b) Time worked on any of the above-named holidays or on Sundays shall be paid for at twice the ordinary rate.

(c) Persons who are entitled to holidays without deduction from pay shall be all those who have been working at any time during the fortnight ending on the day on which the holiday occurs. No payment over and above an 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. This shall not apply to workers employed elsewhere than at the employer's place of business, except regular workers employed on outside work.

(d) In addition to the holidays mentioned in subclause (a) of this clause, all workers shall be entitled to a holiday in accordance with the provisions of the Annual Holidays Act, 1944.

#### *Lockers and other Conveniences*

9. (a) Suitable accommodation shall be provided for the safe keeping of workers' clothes, and also washing facilities with a sufficient supply of hot water in case of accidents, and also boiling water for meal-times.

(b) Rubber aprons shall be supplied to workers where necessary.

#### *First-aid Kits*

10. A first-aid kit, suitably equipped, shall be provided in each factory, and shall be accessible to workers at all times. A representative of the union shall have the right to inspect the kit at any time.

#### *Union Officials' Right of Entry*

11. The union secretary, or any other person duly appointed, shall be allowed access to any works at any time, with the consent of the employer (such consent not to be unreasonably withheld), for the purpose of interviewing any worker coming within the scope of this award upon business connected therewith, or the employer shall give recognition to any worker who is appointed shop steward.

#### *Disputes*

12. The essence of this award being that the work of the employers shall not on any account whatsoever be impeded but shall always proceed as if no dispute had arisen, it is provided that if any dispute or difference shall arise between the parties bound by this award, or any of them, as to any matter whatsoever arising out of or connected therewith and not dealt with in this award, every such dispute or difference shall be referred to a committee to be composed of two representatives of each side, together with an independent chairman to be mutually agreed upon or, in default of agreement, to be appointed by the Conciliation Commissioner for the district. Either side shall have the right to appeal to the Court within fourteen days after such decision has been made known to the party desirous of appealing.

#### *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.

*Extension of Hours under Factories Act*

15. Pursuant to the provisions of section 3 of the Factories Amendment Act, 1936, the limits of hours fixed by subsection (1) of that section are hereby extended in the manner and to the extent set forth in this award in respect of every occupier of a factory bound by 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 this 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 district to which this award relates.

*Scope of Award*

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

*Term of Award*

18. This award shall come into force on the day of the date thereof, and shall continue in force until the 22nd day of November, 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 22nd day of November, 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.

A. TYNDALL, Judge.