

OTAGO AND SOUTHLAND HOSPITAL BOARDS' LAUNDRY
WORKERS.—AWARD

In the Court of Arbitration of New Zealand, Otago and Southland 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 Dunedin Laundry Employees' Industrial Union of Workers (hereinafter called "the union") and the undermentioned Boards (hereinafter called "the employers") :—

The Otago Hospital Board, Hanover Street, Dunedin.

The Southland Hospital Board, Tay Street, Invercargill.

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 25th day of May, 1949, 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 15th day of June, 1948.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Industry to which Award applies

1. This award shall apply to laundry workers employed by the Otago Hospital Board and the Southland Hospital Board up to the point when the goods laundered are ready for distribution from the laundry.

Hours of Work

2. The ordinary hours of work shall be forty per week, and shall be worked not more than eight per day between the hours of 8 a.m. and 5 p.m. on the five days of the week, Monday to Friday inclusive.

Overtime

3. Any time worked outside or in excess of the hours set out in clause 2 hereof shall be calculated daily and shall be paid at the rate of time and a half for the first three hours and at double time thereafter. All overtime work done up to half an hour shall be deemed to be half an hour for the purpose of computing overtime payable, and all work exceeding half an hour and up to one hour shall count as one hour in the computation of overtime.

Holidays

4. (a) The following days shall be recognized as paid holidays: New Year's Day, the day following New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Christmas Day, Boxing Day, the birthday of the reigning Sovereign, and Anniversary Day or a day in lieu thereof.

(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) For work performed on any of the above holidays, on Sundays, or after midday on Saturdays, double ordinary rates shall be paid.

(d) Holidays shall be allowed in accordance with the provisions of the Annual Holidays Act, 1944.

Wages

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

Age commencing.	First Year.		Second Year.		Third Year.		Fourth Year.		Fifth Year.	
	First Six Months.	Second Six Months.	First Six Months.	Second Six Months.	First Six Months.	Second Six Months.	First Six Months.	Second Six Months.	First Six Months.	Second Six Months.
Under 16 ..	32/6	38/-	44/-	50/-	56/-	61/6	67/6	75/-	87/-	100/6
16 to 17 ..	38/-	44/-	50/-	56/-	61/6	67/6	75/-	87/-	100/6	..
17 to 18 ..	44/-	50/-	56/-	61/-	67/6	75/-	87/-	100/6	..	..
18 to 19 ..	53/6	59/6	65/-	72/6	83/6	100/6	..	..	..	..
19 to 20 ..	62/-	71/-	81/6	94/-	..	..	..	..	..	..
20 to 21 ..	79/6	92/6	..	..	..	..	..	..	..	..

Thereafter, or on attaining the age of twenty-one years, not less than £6 10s. per week.

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

Age commencing.	First Year.		Second Year.		Third Year.		Fourth Year.	
	First Six Months.	Second Six Months.	First Six Months.	Second Six Months.	First Six Months.	Second Six Months.	First Six Months.	Second Six Months.
Under 16 ..	30/-	36/-	42/-	48/6	54/6	60/6	69/6	..
16 to 17 ..	33/-	39/-	45/6	51/-	60/-	67/6	..	..
17 to 18 ..	39/-	45/6	51/-	58/-	66/6	..	..	..
18 to 19 ..	44/-	50/-	57/-	65/-	..	..	..	..
19 to 20 ..	48/-	55/-	64/-	..	..	..	..	..
20 to 21 ..	53/6	63/-	..	..	..	..	..	..

Thereafter, or on attaining the age of twenty-one years, not less than £4 3s. 4d. per week.

(c) Hand-ironers and press-hands shall be paid 5s. for any week or part of a week so employed.

(d) Sorters and packers (male or female) shall receive 5s. per week above the foregoing rates.

(e) Foremen and forewomen, in addition to the rates of wages set out above, shall be paid a further sum of 10s. per week in excess of the rate received by the highest paid worker.

(f) Females shall not be employed on washing-machines at less than the rates for adult male workers.

(g) Hand-washerwomen shall be paid not less than 5s. per week in addition to the wage to which they are entitled under subclause (b) of this clause.

(h) Washmen shall be paid 10s. per week extra, and hydro men 7s. 6d. per week extra.

(i) Casual workers employed for less than a week shall be paid one-third more than weekly rates.

(j) Where workers have to handle materials which are recognized as septic, contagious, or infectious, or unduly foul in character, the rates of wages for such work shall be increased by 25 per cent. while such materials are being handled.

(k) Every person entering into employment under this award shall be entitled to receive not less than the amount which such person would be entitled to receive in a commercial laundry by virtue of the operation of the Factories Act, 1946.

Payment of Wages

6. (a) Wages shall be paid weekly in the employer's time.

(b) No deduction shall be made from the wages of any worker except for time lost through the worker's sickness, accident, or default.

Termination of Employment

7. One week's notice of the termination of employment shall be given by the employer or the worker; but this shall not prevent the summary dismissal of the worker for misconduct.

Proportion of Juniors

8. The proportion of female workers under eighteen years of age shall be not more than one to each three or fraction of the first three female workers over eighteen years of age.

Junior male workers—*i.e.*, a male worker receiving less than adult rates—shall be employed in the proportion of not more than one to every three or fraction of the first three adult male workers.

Sick-leave

9. Every worker after twelve months' continuous service shall be entitled, on production of medical evidence within forty-eight hours, to sick-leave with pay up to five working-days in any one year.

General Conditions

10. (a) No person under the age of fifteen years shall be employed upon a machine.

(b) No worker shall be employed for more than four and a quarter hours without an interval for a meal.

(c) Workers required to work overtime after 5.30 p.m. shall be paid 2s. 3d. meal-money unless notice of intention to work overtime has been given on the previous working-day.

(d) If a worker is notified that overtime shall be worked on the following day and overtime is not worked, the employer shall pay 2s. 3d. meal-money.

(e) Where any worker is in receipt of a higher rate of wages than that prescribed by this award, such rates shall not be reduced so long as the worker continues in the same job.

(f) A "foreman" or "forewoman" is a worker who is responsible for the work of the department or is in charge of three or more hands.

(g) A rest-room shall be provided for female workers.

(h) Gum boots or clogs and aprons shall be provided where necessary.

(i) A satisfactory dining-room shall be provided.

(j) With regard to morning tea and "smoke-oh," the existing conditions in each establishment shall be continued.

(k) Workers shall not be employed on the receiving end of a mangle for more than four hours in any one day.

(l) Rubber gloves shall be provided for workers handling foul linen or foul clothing prior to washing or dry-cleaning.

Matters not provided for

11. 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 local Conciliation Commissioner, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, 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.

Workers to be Members of Union

12. (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

13. (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.

Right of Entry

14. The secretary or other authorized officer of the union of workers 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 works and there interview any workers, but not so as to interfere unreasonably with the employer's business.

Scope of Award

15. This award shall apply only to the parties named herein.

Term of Award

16. This award, in so far as it relates to wages, shall be deemed to have come into force on the 25th day of May, 1948, and so far as all the other provisions 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 25th day of May, 1949.

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 15th day of June, 1948.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

The award embodies the terms of settlement arrived at by the assessors in Conciliation Council. Wages have been made payable retrospectively, in accordance with the agreement of the parties.

The rates of remuneration prescribed in the award are *not* to be increased by the application of the provisions of the Court's general orders of 9th August, 1940, and 31st March, 1942.

A. TYNDALL, Judge.