

NEW ZEALAND DAIRY-FACTORIES' EMPLOYEES.—  
AMENDMENT OF AWARD

In the Court of Arbitration of New Zealand.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and the Economic Stabilization Emergency Regulations 1942; and in the matter of the New Zealand Dairy-factories' Employees' award, dated the 21st day of May, 1947, and recorded in 47 Book of Awards 673.

IN pursuance and exercise of the powers vested in it by Regulation 39A of the Economic Stabilization Emergency Regulations 1942, and upon application made by the union of workers party to the New Zealand Dairy-factories' Employees' award, dated the 21st day of May, 1947, and recorded in 47 Book of Awards 673, this Court doth hereby order as follows:—

1. That the said award (as amended by order of the Court dated the 18th day of December, 1947) shall be further amended by deleting subclauses (a) to (n) of clause 8 (Wages), and substituting therefor the following:—

“(a) *Butter-factories*.—(i) Where a manager and fifteen hands or over are employed there shall be a first, second, third, and fourth assistant.

“(ii) Where a manager and ten to fourteen hands are employed there shall be a first, second, and third assistant.

“(iii) Where a manager and six to nine hands are employed there shall be a first and second assistant.

“(iv) Where a manager and three to five hands are employed there shall be a first assistant.

“Cream-grading: Where three or more assistants are required by the classification or where the number of suppliers exceeds one hundred the cream-grader shall, in either case, be a worker other than a classified assistant and shall be paid not less than the wages of a second assistant; but where less than three assistants are required and where there are less than one hundred suppliers, cream-grading may be done either by an assistant or by another worker as directed by the manager, and if done by a worker other than an assistant such worker shall be paid 1s. per day in addition to his ordinary wages for each day or part of a day he is grading cream.

“Cream-tester in charge substantially employed as such: Where a cream-tester in charge is substantially employed as such, he shall be in addition to the required number of assistants.

				Per Week.		
				£	s.	d.
“ SCHEDULE						
“ First assistant	..	..	..	7	13	9
“ Second assistant	..	..	..	7	7	0
“ Third assistant	..	..	..	6	18	7
“ Fourth assistant	..	..	..	6	14	5
“ Cream-tester in charge	..	..	..	6	18	7
“ All other workers	..	..	..	6	8	7
“ (b) <i>Cheese-factories</i> —						
“ (i) Where ten vats or over are in use there shall be—						
“ First assistant	..	..	..	7	13	9
“ Second assistant	..	..	..	7	7	0
“ Third assistant	..	..	..	6	18	7
“ Fourth assistant	..	..	..	6	14	5
“ (ii) Where seven vats and over are in use there shall be—						
“ First assistant	..	..	..	7	13	9
“ Second assistant	..	..	..	7	7	0
“ Third assistant	..	..	..	6	18	7
“ (iii) Where four to six vats are in use there shall be—						
“ First assistant	..	..	..	7	10	2
“ Second assistant	..	..	..	7	1	9

“ (iv) Where two or three vats are in use there shall be—	Per Week.
	£ s. d.
“ First assistant .. .. .	7 10 2
“ (v) Where one or two vats are in use—	
“ General hands .. .. .	6 12 1
“ (vi) All other workers .. .. .	6 8 7

“ (vii) Classification of Cheese-factories: The number of vats in use in a factory during any season shall be the maximum number of vats in continuous use for a period of more than forty days in that season.

“ (viii) During the off-season workers who are then employed in or about cheese-factories shall receive the same rates of wages as they received immediately prior to the factory closing down.

“ (ix) Except in the case of absence through sickness not exceeding one week, in cheese-factories where three or more vats are in use for a continuous period of more than forty days there shall be working each day one man to each vat of up to 900 gallons capacity actually in use: Provided that when seven or more vats are actually in use an extra man shall be working on each day. Where less than three vats are in use for a continuous period of forty days there shall be working on each day one man for every 600 gallons of milk or part thereof, and in this case the manager may be counted as one man.

“ Without in any way affecting the application of the provision in respect of vats of 900 gallons capacity or under, where vats of over 900 gallons capacity are in use there shall be working each day one man for every 900 gallons or part thereof of milk made into cheese in such vats of over 900 gallons capacity, and for the purpose of determining the classification of a cheese-factory under clause 8 (b) (vii) there shall be deemed to be in use one vat for every man working in respect of vats of over 900 gallons capacity.

“ (x) Where a whey-butter maker is substantially employed as such he shall be paid the wages provided for a first assistant in that factory.

“ Time occupied in separating shall, for the purpose of this clause, be deemed to be part of the work of whey-butter making.

“ (c) *Cheese-curing Station*: General hands, £6 8s. 7d. per week.

“(d) *Butter-packing Houses where no Manufacturing is done*—

“(i) Where two to six workers are employed: Leading hand, £6 13s. 10d. per week; all other adult male workers, £6 8s. 7d. per week.

“(ii) In packing-houses youths may be employed in the proportion of one youth to each adult worker employed. Any number of females may be employed for the sole purpose of packing butter.

		Per Week.		
		£	s.	d.
“(e) <i>Cream-bulking Depots</i> —				
“Man in charge	.. .. .	7	7	0
“All other workers	.. .. .	6	8	7

“(f) *Milk-powder Factories*—

“(i) Spray process (in factories with two units or less there shall be a first assistant and second assistant; for each unit above two an extra assistant shall be employed)—

“First assistant	.. .. .	7	13	9
“Second assistant	.. .. .	7	7	0
“Third assistant	.. .. .	6	18	7
“Fourth assistant	.. .. .	6	14	5
“Fifth assistant	.. .. .	6	11	9
“Pumpmen—where not employed and classified as first, second, or third assistant	.. .. .	6	18	7
“Pumpman’s assistant	.. .. .	6	14	5
“Man in charge of small-packs department	.. .. .	6	18	7
“Man in charge despatch small-packs department	.. .. .	6	14	5
“Milk-grader—where not employed and classified as first, second, or third assistant	.. .. .	6	18	7
“Separator-man—where not employed and classified as first, second, or third assistant	.. .. .	6	18	7
“Milk-powder grader—				
“Two-unit plant	.. .. .	6	18	7
“Three-unit plant	.. .. .	7	1	2
“Four-unit plant	.. .. .	7	3	10
“Flume and copper men	.. .. .	6	11	9
“All other workers	.. .. .	6	8	7

(ii) Roller process (applicable to Bunnythorpe factory)—		Per Week.	
		£	s. d.
" Foreman	.. ..	7	13 9
" Operators of milk-driers—			
" Senior operators	.. ..	7	7 0
" Other operators	.. ..	6	18 7
" Milk-stage hands—			
" Leading hand	.. ..	7	1 9
" Other hands	.. ..	6	8 7
" Separator-man	.. ..	6	18 7
" Standardizer	.. ..	6	18 7
" Standardizer's assistant	.. ..	6	8 7
" Packer operating hydraulic press	.. ..	6	16 6
" Weigher on top floor	.. ..	6	8 7
" Packed milk-powder store hands—			
" Head man	.. ..	6	11 3
" General hands	.. ..	6	8 7
" All other workers	.. ..	6	8 7
" (iii) Buttermilk powder (roller process)—			
" Where there are four to six sets drying-machines there shall be a man in charge, who shall be paid		6	13 10
" Where there are one to three sets drying-machines there shall be a man in charge, who shall be paid		6	11 9
" All other workers	.. ..	6	8 7
" (g) Condensed-milk Factories—			
" First assistant	.. ..	7	13 9
" Second assistant	.. ..	7	7 0
" Third assistant	.. ..	6	18 7
" Fourth assistant	.. ..	6	14 5
" Majonnier tester	.. ..	6	14 5
" Man in charge of sterilizer	.. ..	6	18 7
" Man in charge of packing-room	.. ..	6	18 7
" Vacuum-pan operator—where not employed and classified as first, second, or third assistant	.. ..	6	18 7
" Milk-grader—where not employed and classified as first, second, or third assistant	.. ..	6	18 7
" Separator-man—where not employed and classified as first, second, or third assistant	.. ..	6	18 7
" All other workers	.. ..	6	8 7

“(h) *Casein-creameries*.—The daily average gallonage qualification in all cases refers to the average daily gallonage of fresh milk received over the four flush weeks of the season.

“The daily gallonage clause operates in the manning scale only.

“Manning Scale (Casein)—

“Up to 1,400 gallons daily: 1 creamery-manager.

“Over 1,400 gallons and up to 3,600 gallons daily:  
1 creamery-manager; 1 casein-maker.

“When the daily gallonage exceeds 3,600 gallons and does not exceed 6,000 gallons: 1 creamery-manager; 1 casein-maker; 1 general hand.

“When the daily gallonage exceeds 6,000 gallons and does not exceed 9,000 gallons: 1 creamery-manager; 1 casein-maker; 2 general hands.

“When the daily gallonage exceeds 9,000 gallons:  
1 additional hand to be employed for every 3,000 gallons or part thereof in excess of 9,000 gallons.

“Permanent employment shall be provided for all creamery-managers.

“Permanent employment shall be provided for a casein-maker in any creamery where the daily average supply of fresh milk over the period of the four flush weeks of the season exceeds 2,000 gallons.

“Wages:—

“In creameries where the daily average does not exceed 1,200 gallons: Creamery-manager, £6 15s. 11d. per week.

“In creameries where the daily average exceeds 1,200 gallons but does not exceed 1,400 gallons: Creamery-manager, £7 9s. 1d. per week.

“In creameries where the daily average exceeds 1,400 gallons but does not exceed 3,600 gallons: Creamery-manager, £6 10s. 8d.; casein-maker, £6 14s. 11d. per week.

In creameries where the daily average exceeds 3,600 gallons but does not exceed 6,000 gallons: Creamery-manager, £6 16s. 6d. per week; casein-maker, £6 14s. 11d. per week; general hands, £6 8s. 7d. per week.

“ In creameries where the daily average exceeds 6,000 gallons but does not exceed 8,000 gallons: Creamery-manager, £6 19s. 1d. per week; casein-maker, £6 14s. 11d. per week; general hands, £6 8s. 7d. per week.

“ In creameries where the daily average exceeds 8,000 gallons but does not exceed 10,000 gallons: Creamery-manager, £7 2s. 9d. per week; casein-maker, £6 14s. 11d. per week; general hands, £6 8s. 7d. per week.

“ Over 10,000 gallons daily average: the rate of wages of the creamery-manager may be agreed upon between the company concerned and the union. If no agreement is reached, the matter shall be referred to the disputes committee set up in accordance with clause 25 of this award.

“ Casein/creamery managers shall be provided, free of charge, with fuel, milk, and suitable living-accommodation or, in lieu of suitable living-accommodation, £1 per week in addition to the weekly wages.

“ (i) *Casein-drying Factories*—

“ (i) In factories of a capacity of 1,100 tons or over there shall be—	Per Week.		
	£	s.	d.
“ First assistant .. .. .	7	13	9
“ Second assistant .. .. .	7	7	0
“ Third assistant .. .. .	6	18	7
“ (ii) In factories of a capacity of less than 1,100 tons there shall be—			
“ First assistant .. .. .	7	13	9
“ Second assistant .. .. .	7	7	0
“ (iii) All other workers .. .. .	6	8	7

“ (j) *Engine-drivers*—

“ (i) Where the work that the engine-driver is employed to do requires that he shall hold a first-class certificate as a stationary-engine driver .. .. .	7	13	9
“ Such driver shall effect his own repairs.			
“ (ii) Where the work that the engine-driver is employed to do requires that he shall hold a second-class certificate as a stationary-engine driver .. .. .	7	8	0
“ Such driver shall effect his own repairs.			

“(k) *Firemen* attending a boiler or boilers Per Week.  
 having a total horse-power of 250 or £ s. d.  
 over .. .. .. 6 15 5

Other firemen .. .. .. 6 8 7

“(l) *Launch-drivers* in charge .. .. .. 7 8 0

“(m) *Youths*.—Youths may be employed at not less than the following rates of wages:—

	Per Week.
	£ s. d.

“ Under 16 years of age .. ..	2 3 0
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“ From 16 to 16½ years of age .. ..	2 8 6
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“ From 16½ to 17 years of age .. ..	2 14 3
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“ From 17 to 17½ years of age .. ..	3 2 9
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“ From 17½ to 18 years of age .. ..	3 11 6
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“ From 18 to 19 years of age .. ..	4 1 0
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“ From 19 to 20 years of age .. ..	4 13 6
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“ Thereafter, at the rates prescribed for adults.

“ Youths under seventeen years of age shall not be employed in stacking boxes of butter, dried milk, condensed milk, or cheese, or in shovelling coal or in hot boilers.

“ Youths under eighteen years of age employed under this clause shall not be employed for more than ten hours in any one day, inclusive of overtime.

“ Proportion: In all factories, other than cheese-factories and packing-houses, the proportion of youths to adult workers shall not exceed one to five or fraction of five.

“(n) *Females*.—Females may be employed at not less than the following rates of wages:—

	Per Week.
	£ s. d.

“ First six months .. ..	2 11 0
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“ Second six months .. ..	2 16 9
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“ Third six months .. ..	3 2 6
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“ Provided that on attaining nineteen years of age not less than the rate prescribed for that age shall be paid.

“ From nineteen to twenty years of age	3 12 0
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“ Thereafter .. ..	4 2 4”
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2. That this order shall come into force on the day of the date hereof.

Dated this 16th day of April, 1948.

[L.S.]

A. TYNDALL, Judge.