

AUCKLAND (TEN-MILE RADIUS) **PRINTING TRADES' FEMALE EMPLOYEES—AWARD**

In the Court of Arbitration of New Zealand, Northern 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 Printing and Related Trades' Industrial Union of Workers (hereinafter called "the union") and the undermentioned associations (hereinafter called "the employers") :—

New Zealand Federated Newspaper Proprietors' Industrial Association of Employers, Dominion Buildings, Mercer Street, Wellington.

New Zealand Master Printers' Industrial Association of Employers, 8-12 The Terrace, 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 as hereinafter provided, and shall

continue in force until the 28th day of February, 1950, 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 December, 1949.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Industry to Which Award Applicable

1. This award shall apply to females employed on other than journeymen's work in the following classes of work: bookbinding, paper-ruling, envelope-making, bronzing, or employed on printers' or bookbinders' machines; or on work done for sale on Roneo-type or similar machines; or on any other kind of work customarily done by females in the printing industry.

Wages

2. (a) The minimum weekly rates of wages shall be as follows:—

Age on Commencing Employment.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	Thereafter.
Under 17 years ..	36/6	43/6	50/6	58/-	65/-	72/-	79/-	91/-
Over 17 years ..	39/-	46/-	53/6	60/6	67/6	75/-	82/-	91/-
Over 18 years ..	42/-	49/-	56/-	63/6	70/6	77/6	87/-	91/-
Over 19 years ..	44/6	52/-	59/-	66/-	76/6	83/-	89/6	91/-

(b) Subject to the provisions of the Workers' Compensation Act, no deduction shall be made from the weekly wage fixed by this award except for time lost through the worker's sickness or default, or through accident to the worker not arising out of and in the course of the employment.

Hours of Work

3. (a) The minimum wages prescribed shall be paid for forty hours, to be worked on five days of the week, Monday to Friday inclusive, between 8 a.m. and 6 p.m.

(b) Each employer may from time to time fix the times for starting and stopping work: Provided that no worker shall be required to work for more than eight hours (excluding meal-times) in any one day. A week's notice shall be given of any alteration in the times so fixed.

(c) The ordinary hours shall be counted continuously each day from the time of starting work, excluding one meal interval.

Overtime

4. (a) All time worked during any day before or after the times fixed in accordance with clause 3 (b) shall be paid for at the rate of time and a half for the first three hours and thereafter at double rates, except that overtime worked not later than noon on Saturday shall be paid for at the rate of time and a half for the first four hours and thereafter at double rates.

(b) A worker who has worked on any day for more than four hours at overtime rates shall not be required to return to work at ordinary rates within eight hours of finishing the overtime. If the interval is less than eight hours, double rates shall be paid for all time worked until a break of eight hours is allowed.

(c) Where a worker is required to work overtime and such overtime does not commence within three hours of the time of completing her ordinary hours of work, she shall be paid double rates for such overtime worked.

Call Money

5. Any worker who, having left her place of employment on completion of her day's work, is, without previous notice having been given, recalled to work, shall receive 5s. "call money" in addition to the appropriate overtime payment.

Holidays

6. (a) The provisions of the Annual Holidays Act, 1944, and its amendments, shall apply to all workers employed under this award.

(b) The provisions of the Factories Act, 1946, with regard to holidays, payment for holidays, and payment for work done on Sundays and holidays, shall apply to all workers employed under this award. The holidays to be allowed under this clause are Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, and the birthday of the reigning Sovereign. For work done on any of these holidays, double rates, in addition to the weekly wages, shall be paid.

(c) In addition to the holidays aforesaid, one other whole holiday shall be allowed, either on a day generally observed as a holiday, such as Anniversary Day or Show Day, or by

the addition of one day on full pay to the annual holiday, or by payment of a day's wages at the worker's ordinary rate of pay.

(d) If any holiday, except Anzac Day, falls on a day other than a working-day, that holiday shall be allowed on the next succeeding working-day.

(e) By agreement between the employer and the majority of the workers in any jobbing office, any day specially applied for may be observed as a holiday without payment therefor.

(f) Holiday pay for pieceworkers shall be at the rate of their normal average earnings, which shall be determined from the records for a period of not less than four weeks during the twelve months preceding the annual holiday approved by the workers and the employers concerned.

Meal Interval

7. No worker shall be employed for more than four hours and one-half continuously without an interval of not more than one hour for a meal. The provisions of this clause may be modified by arrangement between the employer and the workers concerned or their accredited representative.

Payment of Meal-money

8. (a) When a worker has to return to work after an interval subsequent to the completion of the ordinary day's work and notice has not been given on the previous day that she will be required to work overtime, she shall be paid meal-money of not less than 2s. 3d.

(b) Where the employer maintains a canteen at which workers may purchase meals of a standard determined by agreement between the employer and the workers, the employer may provide a meal in lieu of the meal-money provided by subclause (a).

(c) When a worker has been notified that she will be required to work overtime, and the notice is subsequently withdrawn, she shall receive meal-money.

(d) Meal-money shall also be paid to any worker employed on overtime in the production of race-cards if such overtime employment is either completed or commenced between 10.30 p.m. and 6.30 a.m.

Payment of Wages

9. (a) All wages, including overtime, shall be paid weekly before the ordinary time of ceasing work on any day of the week, not later than Thursday.

(b) Should a holiday fall on a regular pay-day, wages shall be paid on the working-day preceding or following the holiday.

(c) Holiday pay shall be paid before the day on which the worker begins her annual holiday.

Feeders

10. Feeders may be employed at rates of wages as may be agreed upon between such workers and the employer, provided such wages shall be not less than those defined in clause 2 (a) of this award. Their work on the machines shall be limited to oiling, feeding, and cleaning machines, washing rollers, lifting formes, paper, and rollers on or off the machine, assisting the machinist, or other general work required in the office. A feeder shall not alter the adjustments of a machine except such as may be necessary in the washing-up or starting and stopping of the machine. Feeders shall not do any making-ready or setting ruling-pens.

Casual Workers

11. A casual worker is a worker who is employed for a period of less than one week. Every such worker shall be paid at the rate of 10 per cent. above award rates, with a minimum of one day's pay, except on Saturday. This provision shall not apply to casual workers employed on the publishing days of weekly, fortnightly, or monthly journals.

Piecework

12. Piecework may be worked, but the rate for such work shall be such as to enable the worker to earn not less than 10 per cent. above the minimum rate of wages provided herein.

Bronzing

13. Workers engaged on bronzing and dusting off shall be supplied with the necessary safeguards as prescribed in regulations issued by the Department of Labour and Employment. A worker shall not be required to work on hand-bronzing or dusting off for more than four hours in any day and, while so employed, shall be paid 6d. an hour extra.

Completion of Goods for Sale

14. All work which customarily is part of the completion of goods for sale, including packaging, labelling, banding, and filling containers shall be considered as proper work for female employees.

Manning of Machines

15. (a) Each employer shall have full discretion in the management and arrangement of the work and machines in his factory, and he may make such regulations, not inconsistent with the provisions of this award, as he may think necessary for the proper working of his business.

(b) No worker shall be employed on power-driven machinery unless at least one other person is working who can be of immediate assistance in case of accident.

Urgent Work: Transport

16. If a worker is required to start or to finish work upon urgent production, such as race-cards, at a time at which ordinary means of transport is not available, the employer shall provide transport from or to her home, as the case may be.

Refreshments

17. The employer shall provide tea, milk, and sugar during each ordinary working period of not less than four hours, but there shall not be any interruption of production.

First-aid Facilities

18. The employer shall provide and maintain first-aid facilities, appliances, and requisites to the satisfaction of the Inspector of Factories, and these shall be placed in a position approved by such official.

Notice

19. Any worker, whether on time or piecework, employed for two consecutive months in any office shall be entitled to one week's notice that her services are dispensed with, and any such worker leaving her employment shall likewise give one week's notice: Provided that nothing herein contained is to affect the right of an employer to dismiss without notice any worker guilty of such misconduct as would at common law justify the immediate dismissal of such worker.

Time Record

20. The employer may use time records or other means to ascertain the cost of his work.

Disputes

21. Any dispute in connection with any matter not provided for in this award shall be settled between the particular employer concerned and the secretary and president of the

union, and in default of any agreement being arrived at, such dispute shall be referred to the Conciliation Commissioner or such other person as may be mutually agreed upon, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision, may appeal to the Court upon giving written notice of such appeal to the other side within seven days after such decision shall have been communicated to the party desiring to appeal.

Right of Entry

22. The secretary of the union shall be entitled to enter at all reasonable times upon the premises of any employer bound by this award for the purpose of interviewing any worker (with the consent of the employer, such consent not to be unreasonably withheld), but not so as to interfere unreasonably with the employer's business.

Workers to be Members of Union

23. (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

24. (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.

Application of Award

25. 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 area to which this award relates.

Scope of Award

26. This award shall operate within a radius of ten miles from the chief post-office in the city of Auckland.

Term of Award

27. This award, in so far as it relates to wages, shall be deemed to have come into force on the 1st day of June, 1949, 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 28th day of February, 1950.

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 December, 1949.

[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.

A. TYNDALL, Judge.
