

**OTAGO AND SOUTHLAND MANUFACTURING CHEMISTS'  
EMPLOYEES—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 Otago and Southland Manufacturing Chemists, Preserved Foods, Jam, and Starch Factories Employees' Industrial Union of Workers (hereinafter called "the union") and the undermentioned companies (hereinafter called "the employers") :—

Crystal Foodstuffs Ltd., 202 Vogel Street, Dunedin.

Gregg, W., and Co. Ltd., 51 Forth Street, Dunedin.

Kemphorne, Prosser & Co's N.Z. Drug Co., Ltd., 22 Stafford Street, Dunedin.

Lane Medicine Co., Ltd., Harbour Street, Oamaru.

Meek, W. J., Ltd., Moray Place, Dunedin.

Murdoch & Co., Ltd., 205 St. Andrew Street, Dunedin.

Neil Manufacturing Co., Ltd., Moray Place East, Dunedin.

Reckitt & Colman Ltd., Forth Street, Dunedin.

Re-nu Products Ltd., The Crescent, Invercargill.

Sentry Products Ltd., Leven Street, Invercargill.

Stephens Inks Ltd., 301 Moray Place, Dunedin.

Strang, David, Ltd., Esk Street, Invercargill.

Wellpark Manufacturing Co., Ltd., 1 Mason Street, Dunedin.

Wilson, Balk & Co., Ltd., 38 Jetty Street, Dunedin.

Wilson Malt Extract Co., Ltd., 8 Willowbank, Dunedin.

Wright, Wm., & Co., Ltd., 464 King Street, Dunedin.

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 8th day of November, 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 22nd day of December, 1949.

[L.S.]

A. TYNDALL, Judge.

#### SCHEDULE

##### *Industry to Which Award Applies*

1. This award shall apply to the manufacture, bottling, canning, and/or packaging of condiments; essences; jelly crystals; coffee; spices; malt-extracts; inks; adhesives; disinfectants; toilet preparations; polishes; and chemical products and foodstuffs for veterinary, household, medicinal, manufacturing, processing, preserving, or garden use.

##### *Hours of Work*

2. The ordinary hours of work shall be forty per week, to be worked between 8 a.m. and 5 p.m. on Monday to Friday, both days inclusive: Provided that in the case of malt-extract work the hours may be worked between 8 a.m. and 6 p.m. so long as the week's work does not exceed forty hours and the day's work, except for the usual meal-time, which shall not exceed one hour, is continuous.

##### *Shift-work*

3. Shifts may be worked as required by the employer, provided that where shifts are worked eight hours shall constitute a full shift. Workers working shifts shall be paid 3s. per shift in addition to the ordinary rates of pay prescribed in clause 4 hereof for each shift worked outside the ordinary working-hours as prescribed in clause 2 hereof. Shift-workers shall be allowed an interval of half an hour for a meal without deduction from pay, and the hours of work shall be continuous.

A worker required to work for less than three consecutive shifts shall not be deemed to be a shift-worker, but shall be paid for such work at overtime rates.

## Wages

4. (a) *Male workers.*—The following shall be the minimum rates of wages for adult male workers:—

	Per Week.		
	£	s.	d.
Laboratory assistants and man in charge of pill-room (qualified) .. .. .	9	0	0
Man in charge of pill-room, laboratory assistants, pill and tablet machinists and coaters, and man in charge of tincture room	7	12	6
Pan man in malt extract factory .. .. .	7	10	0
All other workers with over six months' experience in the industry .. .. .	7	5	0
All other workers with less than six months' experience in the industry .. .. .	7	0	0

(b) *Boys and Youths.*—Boys and youths under twenty-one years of age may be employed in the proportion of one boy or youth to every three or fraction of three fully paid adult male workers at not less than the following minimum weekly rates:—

Age Commencing Employment.	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 16½ ..	33/-	39/6	46/-	52/6	64/6	64/6	77/-	77/-	105/6	105/6
16½ to 17 ..	39/6	46/-	52/6	64/6	64/6	77/-	88/6	105/6	..	..
17 to 17½ ..	46/-	52/6	64/6	64/6	77/-	88/6	105/6	..	..	..
17½ to 18 ..	52/6	64/6	64/6	77/-	88/6	105/6	..	..	..	..
18 to 19 ..	64/6	64/6	77/-	88/6	105/6	..	..	..	..	..
19 to 20 ..	77/-	88/6	105/6	..	..	..	..	..	..	..
20 to 21 ..	88/6	105/6	..	..	..	..	..	..	..	..

Thereafter, or on attaining the age of twenty-one years not less than the minimum rate payable to adult workers.

(c) *Female Workers.*—The minimum weekly rates of wages payable to female workers shall be as follows:—

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.
Under 16 ..	30/6	36/-	41/6	47/-	53/6	60/-	66/6	74/6
16 to 17 ..	33/-	38/6	44/-	50/6	57/-	64/-	72/6	..
17 to 18 ..	38/6	44/-	50/-	56/6	63/6	71/-	..	..
18 to 19 ..	43/-	48/6	54/6	61/-	69/6	..	..	..
19 to 20 ..	47/6	53/6	59/6	67/6	..	..	..	..
20 to 21 ..	59/6	67/6	..	..	..	..	..	..

Thereafter, or on attaining the age of twenty-one years not less than £4 10s. 6d.

(d) No worker shall have his or her wages reduced by reason of the coming into force of this award.

*Overtime*

5. (a) All time worked in any one day outside of or in excess of the hours prescribed in clauses 2 and 3 hereof shall be considered overtime and shall be paid for at the rate of time and a half for the first three hours and at double time rates thereafter. If a worker is required to come back after the completion of the ordinary day's work, the worker shall be paid 2s. 6d. tea-money.

(b) The minimum overtime rates for females and youths shall be 1s. 9d. an hour.

*Holidays*

6. (a) The following holidays shall be allowed without deduction of pay: Christmas Day, Boxing Day, New Year's Day, the day following New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, the birthday of the reigning Sovereign, and Anniversary Day or a day in lieu thereof.

(b) For any work done on any of the above-mentioned days, double time rates shall be paid.

(c) Should any of the foregoing holidays, except Anzac Day, fall on a Saturday or a Sunday, then such holiday shall be observed on the next succeeding working-day.

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

*Casual Workers*

7. Workers employed for less than one week shall be deemed to be casuals and shall be paid at not less than the following rates:—

	Per Hour.	
	s.	d.
Adult male workers.. .. .	3	7½
Females .. .. .	2	6

*Weekly Employment*

8. (a) Except in the case of casuals, the employment shall be deemed to be a weekly employment, and no deduction shall be made from the weekly wages except for time lost through the worker's sickness, default, or accident.

(b) Not less than one week's notice of the termination of employment shall be given by either party; but nothing in this award shall prevent the employer from summarily dismissing any worker for wilful misconduct.

*General Conditions*

9. (a) First-aid outfits, fully equipped, shall be provided in each factory and shall be accessible at all times.

(b) Protective clothing and suitable footwear shall be provided for workers employed in wet places or when working with materials which adversely affect clothing or ordinary footwear.

(c) Female workers shall not handle more than 28 lb. single handed.

(d) Boys under seventeen years of age shall not handle more than 56 lb. single handed.

(e) Reasonable facilities for providing warmth in cold weather and efficient ventilation shall be provided in each factory.

(f) The employer shall supply suitable dining and lavatory accommodation, together with facilities for changing clothes, and, where practicable, hot water for washing hands. A suitably furnished rest-room shall be provided for females.

(g) Ten minutes' rest period shall be allowed morning and afternoon.

(h) Smocks shall be provided for the use of each female worker by the employer. Where a male worker usually wears overalls, they shall be supplied by the employer. All smocks and overalls supplied by the employer shall remain his property.

#### *Right of Entry*

10. 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 worker, but not so as to interfere unreasonably with the employer's business.

#### *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 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 Inspector of Awards, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Inspector, may appeal to the Court upon giving written notice to the other party within fourteen days after such decision shall have been communicated to the party desiring to appeal.

#### *Payment of Wages*

12. Wages shall be paid weekly, in cash, in the employer's time, not later than Friday in each week.

#### *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.

#### *Application of Award*

15. 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*

16. This award shall operate throughout the Otago and Southland Industrial District.

*Term of Award*

17. This award, in so far as the provisions relating to the rates of wages to be paid are concerned, shall be deemed to have come into force on the 8th day of November, 1949, and so far as all other provisions of the award are concerned it shall come into force on the day of the date hereof; and this award shall continue in force until the 8th day of November, 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 22nd 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.

A. TYNDALL, Judge.