

**NORTHERN INDUSTRIAL DISTRICT FRUIT AND PRODUCE STORES
EMPLOYEES—AWARD**

In the Court of Arbitration of New Zealand, Northern Industrial District—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the Auckland United Storemen and Packers (other than in Retail Shops) and Warehouse Employees (other than Drivers and Clerks) Industrial Union of Workers (hereinafter called “the union”) and the under-mentioned persons, firms and companies (hereinafter called “the employers”):

Citrus Marketing Authority, Valley Road, Henderson.

Donald, A. B. (Hamilton), Ltd., Fruit and Produce Merchants, 9 Bryce Street, Hamilton.

Gisborne Markets Ltd., Fruit and Produce Merchants, Lowe Street, Gisborne.

New Zealand Apple and Pear Marketing Board, Fruit Merchants, P.O. Box 31, Henderson.

New Zealand Citrus Marketing Authority, Cameron Road, Tauranga.

New Zealand Packing Corporation Ltd., Subway Road, Pukekohe.

Perkins and Sons Ltd., Fruit and Produce Merchants and Auctioneers, City Markets, Auckland.

Produce Markets Ltd., Fruit and Produce Merchants and Auctioneers, Customs Street, Auckland.

Radley and Co. Ltd., Fruit and Produce Merchants and Auctioneers, City Markets, Auckland.

Radley and Co., Manakau Road, Pukekohe.

Rotorua Fruit and Produce Markets, Rotorua.

Tauranga Co-op Egg Marketing Society, 279 Cameron Road, Tauranga.

Turners and Fows Ltd., Fruit and Produce Merchants and Auctioneers, Victoria Street, Hamilton.

Turners and Growers Ltd., Fruit and Produce Merchants, Willow Street, Tauranga.

Turners, Growers and Fows Ltd., Fruit and Produce Merchants, City Markets, Auckland.

Turners Supply Co. Ltd., City Markets, Auckland.

Turners and Walders Ltd., Roberts Street, Whangarei.

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 130 of the Industrial Conciliation and Arbitration Act 1954, 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 6th day of November 1961 and thereafter as provided by section 152 of the Industrial Conciliation and Arbitration Act 1954.

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 6th day of May 1960.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Industry to Which Award Applies

1. This award shall apply to fruit and produce merchants and to workers engaged in the fruit and produce industry.

Definition of Workers Covered by This Award

2. For the purpose of this award a storeman and/or packer shall be deemed to be a worker of either sex substantially engaged in receiving delivery of, collecting, carrying, sorting, stowing, stacking, handling, packing, unpacking, and checking outward goods and dispatching and any additional duties specified in this award.

Hours of Work

3. (a) Except as hereinafter provided, the ordinary hours of work shall not exceed 40 per week, or eight per day, to be worked between 7 a.m. and 5 p.m. on five days of the week, Monday to Friday inclusive.

(b) The ordinary hours of work for females employed under clause 6 (f) of this award shall be worked between the hours of 8 a.m. and 5 p.m. each day from Monday to Friday inclusive.

(c) The day's work shall be continuous except for intervals for meals.

(d) Shifts of eight hours each may be worked wholly or partly outside of the hours prescribed in subclause (a) hereof. Workers so employed shall be paid an allowance of 4s. per shift.

Overtime

4. (a) Except as otherwise provided, all time worked outside or in excess of the daily hours prescribed in clause 3 of this award shall be considered overtime and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) When a worker is ordered back to work overtime after 6 p.m. or any time on a Saturday or a Sunday, a minimum of two hours shall be paid for.

(c) When workers are ordered back to work after 6 p.m. or after 1 p.m. on Saturday, Sunday or any holiday, the employer shall provide meals or pay each worker 5s. to enable him to obtain a meal, unless such worker has been notified on the previous day that he will be required to work overtime, and provided he can reach his home and return to work within the meal interval allowed: Provided, further, that where such notice has been given and the worker's services are not required, he shall still be paid the meal allowance.

Meal-time

5. (a) One hour shall be allowed for meals: Provided that, if the majority of the workers concerned of any employer agree, the meal interval for the establishment may be not less than half an hour.

(b) Any worker who is required to curtail his or her ordinary meal period shall be paid time and a half rates (in addition to the weekly wage) in respect of the time by which such meal period is curtailed.

(c) No male worker shall be employed for more than five hours and no female worker for more than four and a half hours continuously without an interval for a meal or refreshments.

Wages

6. (a) Workers over the age of 21 years shall be paid not less than £12 8s. per week.

(b) "Head storeman" is a storeman in charge of other workers. If in charge of two or more workers and up to five such workers, he shall be paid 12s. 6d. per week extra. If in charge of over five such workers he shall be paid £1 5s. per week extra.

(c) In stores where one storeman and/or packer is employed who is solely responsible for all inward and outward goods, he or she shall be paid not less than £12 12s. per week.

(d) When a worker is employed as a leading hand by the New Zealand Apple and Pear Board he shall be paid not less than £13 0s. 6d. per week.

(e) Youths may be employed at not less than the following rates:

	Per Week		
	£	s.	d.
Under 16 years of age	3	12	6
16 to 16½ years of age	4	2	0
16½ to 17 years of age	4	12	6
17 to 17½ years of age	5	1	9
17½ to 18 years of age	5	14	0
18 to 19 years of age	6	11	9
19 to 20 years of age	7	12	3
20 to 21 years of age	8	18	9
Thereafter adult rates			

(f) Notwithstanding anything in the foregoing, females may be employed packing and sorting fruit and eggs, pulping eggs, blending and packing honey, curing lemons and receiving and preparing flowers for sale and work incidental to the foregoing operations at not less than the following rates:

	Per Week		
	£	s.	d.
Under 18 years of age	5	3	0
18 to 21 years of age	6	7	9
21 years and over	7	12	6

(NOTE—Attention is drawn to the provisions of the Minimum Wage Act and to any minimum wage orders made pursuant thereto.)

(g) Workers employed in cool stores shall be paid 4½d. per hour extra, and in freezing chambers 6d. per hour extra while so employed. Where a worker is entitled to the special payment under this subclause a minimum payment of one hour shall be made.

On request overalls and clogs or boots shall be provided for the use of workers when working in freezing chambers.

(h) Workers operating power driven mobile cranes and power driven mobile hoists shall be paid 4½d. per hour extra whilst so employed.

(i) Workers employed in the egg grading department shall be supplied with suitable overalls or smocks and workers in the egg pulping department shall be supplied with suitable overalls or smocks or water proof aprons and gum boots.

(j) Workers employed in egg departments shall not be required to scrub out floors but this shall not prevent a worker from cleaning up around the grading machines.

Casual Workers

7. Workers employed for less than one week shall be deemed to be casuals and shall be paid not less than 6s. 2½d. per hour. When casual labour is employed a minimum of three hours shall be paid for.

Proportion

8. Each firm or employer shall be entitled to employ one junior, but the proportion of juniors to adult workers shall not exceed one to three or fraction of three. This limitation shall not apply to juniors casually employed on work such as picking over fruit, vegetables, or other perishable goods.

Weekly Employment

9. (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, accident, or default.

(b) Not less than seven days' written notice shall be given by either party of the termination of the employment, except in the case of casual hands. Where the employment is terminated without the requisite notice one week's wages shall be paid or forfeited as the case may be: Provided that nothing in this clause shall prevent an employer from summarily dismissing any worker for misconduct.

Requirements of Economic Stabilisation Regulations

10. No worker bound by this award shall in any week be paid a lesser amount by his employer than the worker would have been entitled to be paid under this award if it had specifically applied the general order of the Court dated 18 September 1959 otherwise than by incorporation pursuant to the pronouncement of the Court dated 18 September 1959.

Payment of Wages

11. (a) Wages shall be paid weekly, and in cash, on any day not later than Thursday and in the employer's time, except in the case of casual workers, who shall be paid immediately on discharge.

(b) Workers shall be supplied in writing with full details of the manner in which their wages have been calculated.

Holidays

12. (a) The following shall be recognised holidays: New Year's Day and the day following, Anniversary Day, Good Friday, Easter Monday, Labour Day, the birthday of the reigning Sovereign, Christmas Day, and Boxing Day.

(b) Any work done on Sundays or Anzac Day or on any specified holiday, or on any day observed in lieu thereof, shall be paid for at double time rates. The said payments shall be made in addition to the ordinary week's wages.

(c) Should any of the above holidays, except Anzac Day, fall on a Saturday or a Sunday, then for the purpose of this award such holiday shall be observed on the following Monday. In the event of Christmas Day and New Year's Day being observed on a Monday in pursuance of the foregoing, Boxing Day and 2 January shall be observed on the Tuesday following the respective Monday.

(d) The employer shall pay one-tenth of a day's ordinary wages to each worker in respect of each ordinary day worked by him for that employer during the fortnight ending on the day of any holiday referred to in subclause (a) of this clause: Provided that for the purposes of this subclause workers whose employment is covered by this award shall be deemed to be subject to the provisions of section 28 (2) of the Factories Act 1946 as amended by section 6 of the Factories Amendment Act 1956.

(e) Subject to the provisions of the Annual Holidays Act 1944, each worker shall be given an annual holiday of two weeks on full pay. Such holidays shall be in addition to the holidays specified in subclause (a) of this clause. For less than 12 months' service such holidays shall be given in proportion to the period of service.

(f) Workers entitled to holidays shall be paid all wages, including the holiday period, prior to the commencement of the holiday.

Accommodation

13. The employer shall provide adequate and satisfactory dining and lavatory accommodation, and a separate room in which to change clothes with suitable accommodation for clothing. He shall also provide sufficient wash-hand basins with hot and cold water, and facilities for boiling water at meal-times. If more than three females are employed, a separate rest-room and separate sanitary accommodation shall be provided for their use. The employer shall provide an adequate supply of clean towels and soap and toilet paper.

Rest Periods

14. (a) A rest period of 10 minutes shall be allowed each morning and afternoon. If a worker is required to work three hours' overtime he shall be allowed, during that period, a rest period of 10 minutes.

(b) Shift workers shall be allowed two intervals of 10 minutes in each shift.

References

15. Each worker on leaving or being discharged from the employment shall be given, on request, within 24 hours thereafter, a reference in writing stating the position held and the length of service. Original references shall be the property of the worker and shall be returned within 48 hours after engagement.

First-aid Chest

16. First-aid outfits shall be provided in all stores and shall be at all times accessible to all workers employed.

Heavy Goods

17. (a) No individual worker shall be required to lift, except by mechanical means, any goods exceeding 160 lb gross in weight, or to carry any goods exceeding 180 lb gross in weight.

(b) No worker shall be called upon to handle or truck any package or packages exceeding 3 cwt in weight without the assistance of another worker.

(c) No youth under the age of 18 years shall be required to lift or carry (unassisted) any weight over 70 lb.

Matters Not Provided For

18. Any dispute in connection with any matter not provided for in this award shall be settled between the particular employer concerned and the secretary of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the local Conciliation Commissioner or other person to be mutually agreed upon, 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 14 days after such decision shall have been communicated to the party desiring to appeal.

Right of Entry Upon Premises

19. The secretary or other authorised 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.

Notification

20. Whenever an employer shall employ a worker, he shall, within seven days thereafter, give notice in writing of such employment to the secretary of the union.

Workers to be Members of Union

21. (a) Subject to the provisions of sections 174 (5) and 175 of the Industrial Conciliation and Arbitration Act 1954, 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 18 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 21 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 section 174 (3) of the Industrial Conciliation and Arbitration Act 1954 which gives to workers the right to join the union.)

Under-rate Workers

22. (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 14 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.

Copy of Award

23. The employer shall keep at all times a printed or typewritten copy of the award affixed in some conspicuous place at or near the entrance to the store or warehouse in such a position as to be easily read by the persons employed therein.

Application of Award

24. This award shall apply to the original parties named herein, and shall extend to and bind as subsequent party hereto every 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

25. (a) This award shall apply throughout the Northern Industrial District.

(b) This award shall apply to workers substantially employed at work usually performed by storemen and packers, such as receiving, collecting, stowing, handling, sorting, packing and unpacking, and dispatching goods.

Term of Award

26. 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 7th day of March 1960, 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 remain in force until the 6th day of November 1961.

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 6th day of May 1960.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

The award, including the operative date of provisions relating to wages, embodies the terms of settlement arrived at by the assessors in Conciliation Council.

A. TYNDALL, Judge.
