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**CANTERBURY WOOL, GRAIN, HIDE AND MANURE STORES EMPLOYEES—
AWARD**

In the Court of Arbitration of New Zealand, Canterbury Industrial District—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the Canterbury General and Builders Labourers and Related Workers Industrial Union of Workers (hereinafter called “the union”) and the under-mentioned firms and companies (hereinafter called “the employers”):

- Canterbury Farmers Co-operative Association Ltd., Beswick Street, Timaru.
- Canterbury Grain Merchants Association—W. R. McCallum, 227 Manchester Street, Christchurch.
- Canterbury (N.Z.) Seed Co. Ltd., P.O. Box 204, Christchurch.
- Christchurch Woolbrokers Association, S. M. Graham, 116 Hereford Street, Christchurch.
- Colyer, Watson and Co. Ltd., Orbell Street, Christchurch.
- Dalgety and Co. Ltd., Cathedral Square, Christchurch.
- Luisetti, V., and Co. Ltd., 20 Ashley Street, Rangiora.
- Matson, H., and Co., 183 Cashel Street, Christchurch.
- Montgomery, J., and Co. Ltd., 203 Cashel Street, Christchurch.
- National Mortgage and Agency Co. Ltd., 187–189 Cashel Street, Christchurch.
- N.Z. Farmers Co-operative Association of Canterbury Ltd., 214–226 Cashel Street, Christchurch.
- N.Z. Loan and Mercantile Agency Co. Ltd., P.O. Box 1463, Christchurch.
- N.Z. Shipping Co. Ltd., 149 Hereford Street, Christchurch.
- Paterson, A. S., and Co. Ltd., 209 Cashel Street, Christchurch.
- Piddington, W. A., and Co., P.O. Box 131, Timaru.
- Pyne, Gould, Guinness Ltd., P.O. Box 112, Christchurch.
- Shaw, Savill and Albion Co. Ltd., 220 High Street, Christchurch.
- Woodham, G., and Co. Ltd., Tancred Street, Ashburton.
- Woods, G. H., Ltd., corner of Ferry Road and Barbadoes Street, Christchurch.
- Wright, Stephenson and Co. Ltd., 198 Cashel Street, Christchurch.

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 31st day of January 1962 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 29th day of February 1960.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Hours of Work

1. (a) Except as hereinafter provided as to shifts, the ordinary hours of work shall not exceed 40 hours per week or eight hours per day, and shall be worked on five days of the week, Monday to Friday, both days inclusive, between the hours of 7.30 a.m. and 5 p.m.

(b) The day's work shall be continuous from the hour of starting, save only for intervals for meals.

(c) One hour shall be allowed for meals, but by mutual agreement between the employer and the majority of his workers less than one hour may be observed, provided that the meal period shall not be less than half an hour. The midday meal hour shall ordinarily be between 12 and one o'clock.

(d) No worker shall be employed for more than five hours continuously without an interval for a meal, provided that when overtime is worked after 6 p.m. the tea-interval shall be allowed not later than 5 p.m.

(e) Any worker required to commence work before 6.30 a.m. shall be allowed half an hour for breakfast between 7 a.m. and 9.30 a.m. without deduction from pay.

Shifts

2. (a) When shifts are worked at seed-cleaning, grain-cleaning, dressing and crushing, and mixing manure outside the hours prescribed in clause 1 hereof, eight hours shall constitute the shift and 40 hours the week's work, for which payment

shall be made at the rate of £13 10s. 9d. per week. All time in excess of the shift shall be paid for at the rate of time and a half for the first three hours and double time thereafter. A crib-time of not less than half an hour shall be allowed in each shift without any deduction from the worker's pay. This clause shall apply only when a full week's shift is worked.

(b) Subclauses (c) and (d) of clause 3 shall apply to shift work.

(c) In the event of any power failure or breakdown in plant up to eight hours' duration, shift-workers doing any other work during such break shall be paid at shift rates of pay.

Wages

3. (a) Casual workers employed in the stores of the employers parties hereto shall be paid not less than 6s. 3½d. per hour.

(b) Permanent hands similarly employed shall be paid not less than £12 12s. 2d. per week.

(c) Any worker mixing manures, or treating grain with agrosan or ceresan, or bagging manures by hand, shall for the time he is so employed receive 4½d. per hour in addition to his rate. A minimum of one hour shall be paid.

(d) Workers operating crushing, grinding, or mixing machines, and sampling seed or grain, shall be paid 3½d. per hour extra in addition to the rates prescribed in subclauses (a) and (b) of this clause.

(e) Workers whilst engaged upon classing rabbit-skins or wool shall be paid 6¾d. per hour extra in addition to the rates prescribed in subclauses (a) and (b) of this clause.

(f) Workers whilst engaged in handling hides or green skins shall be paid 2d. per hour in addition to the rates prescribed in subclauses (a) and (b) of this clause.

(g) Workers whilst classing or grading hides or deer-skins or sheep-skins shall be paid 4¼d. per hour in addition to the rates prescribed in subclauses (a) and (b) of this clause.

(h) Workers whilst engaged in pressing wool or skins by hand shall be paid 1¼d. per hour in addition to the rates prescribed in subclauses (a) and (b) of this clause.

(i) Workers while employed at stacking in grain stores shall be paid 4½d. per hour additional to the rates prescribed in subclauses (a) and (b) of this clause. This subclause shall apply only to the one man on each stack responsible for the final placing of the sack on the stack.

(j) "Head storeman" is a storeman substantially employed at manual labour and in charge of other workers. If in charge of two or more workers other than casuals and up to five such workers, he shall be paid 12s. per week extra. If in charge of over five workers, he shall be paid £1 4s. per week extra.

(k) In the case of a worker other than a head storeman being placed in charge of, and responsible for giving instructions to casual storemen up to ten in number, he shall be paid 6s. per week extra; if in charge of more than 10 casuals, he shall be paid 12s. per week extra.

(l) In stores where one storeman is employed who is responsible for all inward and outward goods, he shall be paid not less than 5s. per week above the rate specified in subclause (b) of this clause.

(m) No deduction shall be made from the weekly wage except for time lost through the worker's sickness, accident, or default.

Basic Slag

4. Workers employed at carrying or handling basic slag or North African phosphate or Ephos shall be paid for the time actually employed thereat at the rate of 4½d. per hour in addition to the ordinary rates of wages prescribed by this award. This amount shall not be payable unless the aggregate time occupied at such work in any one day amounts to one hour or more.

Employment of Youths

5. (a) Youths may be employed at not less than the following rates:

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

(b) The proportion of youths shall be not more than one to every four adult workers, except in the case of rabbit-skin stores, where it shall be not more than one youth to every two adult workers.

Requirements of Economic Stabilisation Regulations

6. 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.

Overtime

7. (a) All time worked in excess or outside of the daily hours fixed in clause 1 hereof shall be paid for at the rate of time and a half for the first three hours and double time thereafter: Provided that all overtime worked between 9 p.m. and 6.30 a.m. shall be paid for at double time rates.

(b) When a worker is ordered back to work overtime after the meal interval a minimum of two hours' work shall be made available to him. On Saturdays the minimum of three hours' work shall be made available, and when ordered back on Sundays or any of the holidays mentioned in subclause (a) of clause 9, or days substituted therefor, a minimum of four hours' work shall be made available to him.

(c) Any work done during meal-hours shall be paid for at overtime rates.

(d) All work done on Sundays shall be paid for at the rate of double ordinary time.

(e) Any worker having worked all day and night until the ordinary time of starting next day, and being required to continue working on into the next day, shall be paid double time for all time so worked.

(f) Any worker having worked all day and having continued to work after midnight shall be given eight hours off or paid double time for all time worked on the second day.

(g) The employer shall provide free transport, or pay the worker's fare to and from the worker's home, as the case may be, when a worker (other than a shift worker) is required to commence or cease working overtime at a time when the public transport ordinarily used by the worker in travelling to and from his work with said employer is not available.

Notice of Overtime and Tea-money

8. When workers are ordered back to work after 6 p.m. on any day, or to continue after 1 p.m. on Saturday, Sunday, or any award 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.

Holidays

9. (a) The following shall be the recognised holidays for all workers: New Year's Day, Good Friday, Easter Monday, Show Day, Labour Day, Christmas Day, Boxing Day, Anzac Day, and the birthday of the reigning Sovereign. Casual workers who have been continuously employed by the same employer for not less than four months, during the season October to May, shall be paid one additional day's wages at ordinary rates on the termination of their employment. Permanent hands shall have one day added to their annual leave: Provided, however, that should any of the foregoing days be not generally observed as a holiday throughout the entire Canterbury Industrial District another day or days may be substituted in lieu thereof. Time worked on Sundays or Anzac Day or any of the holidays specified in this clause, or days substituted therefor, shall be paid for at the rate of double time. In the case of workers employed on a weekly wage such payment shall be in addition to the weekly wage.

(b) 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.

(c) In the event of a holiday, other than Anzac Day, falling on a Saturday or 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.

(d) *Annual Holidays*—(i) Subject to the provisions of the Annual Holidays Act 1944, each worker shall be given an annual holiday of two weeks on full pay: Provided, however, that after 10 years' continuous service with the same employer, each worker shall be given an annual holiday of three weeks on full pay.

(ii) Such holiday shall be in addition to the holidays named in subclause (a) of this clause.

(iii) For less than 12 months' service such holidays shall be given, or payment made in lieu, in proportion to length of service.

(iv) Reasonable notice shall be given each worker before the commencement of his annual holiday, which shall be given within six months from the date of becoming due.

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

Conditions

10. (a) No individual worker shall be required to carry any bagged goods exceeding 180 lb in weight.

(b) No junior worker under 18 years of age shall be required to lift or carry, unassisted, any weight over 75 lb and shall not be required to handle dumps of wool or to press wool or to stack bales of wool by hand.

(c) When workers are engaged stacking bales of wool by hand, three bales high and over, not less than five men shall constitute the gang.

(d) When workers are block stacking dumped wool not less than three adult workers shall be engaged on top of the stack. Where a jib crane or forked hoist is used this condition shall not apply.

(e) No worker shall be required to load on to hand trucks any dumped wool without the assistance of another worker.

(f) Employers shall provide all workers handling manure with overalls, and those employed on green and salted skins with canvas aprons and leggings, or a suitable substitute, and where necessary, those employed in hide stores with gumboots or clogs.

(g) When rebranding wool and making and handling wire bands, barbed wire, and steel and iron standards workers shall be supplied with overalls and gloves.

(h) All overalls, aprons, leggings, gumboots, clogs, and gloves shall remain the property of the employer, and on completion of the work shall be returned to the foreman in charge.

Payment of Wages and Termination of Employment

11. (a) A "casual worker" is a worker who is engaged by the hour. One hour's notice of termination of employment shall be given by either side. Notwithstanding the foregoing, a casual worker may be dismissed for misconduct without such notice.

(b) A "permanent hand" is a weekly worker, and not less than one week's notice shall be given by either party of the termination of the employment: Provided, however, that this shall not prevent an employer from summarily dismissing a worker for misconduct or other good cause.

(c) Wages shall be paid weekly, not later than Thursday, and during ordinary working-hours, except in the case of the termination of the employment, when all wages due shall be paid immediately upon discharge; but if any worker leaves of his own accord an order upon the local or city office shall be deemed sufficient.

(d) Any casual employed up to 5 p.m. on any day, unless notified of the termination of his employment, shall upon attendance next day be entitled to two hours' work or pay in lieu thereof.

Rest Period

12. A rest period of 10 minutes shall be allowed each morning and afternoon. A similar rest period shall apply to workers working overtime of four or more hours' duration. Equivalent rest periods shall be allowed to shift workers.

Accommodation

13. The employer shall provide suitable dining and lavatory accommodation, together with facilities for changing clothes. He shall also provide hot and cold water for washing, and facilities for boiling water at mealtimes. In hide-stores, facilities for drying clothes shall be provided.

First-aid Chest

14. A suitable first-aid outfit shall be provided and maintained at all stores, and shall be at all times accessible to each worker employed.

Disputes Committee

15. The essence of this award being that the work of the employers shall not on any account whatsoever be impeded but shall always proceed as if no dispute had arisen, it is provided that if any dispute or difference shall arise between the parties bound by this award, or any of them, as to any matter whatsoever arising out of or connected therewith and not specifically dealt with in this award, every

such dispute or difference shall be referred to a committee to be composed of two representatives of each side, together with an independent chairman to be mutually agreed upon or, in default of agreement, to be appointed by the Court. Either side shall have the right to appeal to the Court against a decision of any such committee upon giving to the other side written notice of such appeal within 14 days after such decision has been made known to the party desirous of appealing.

Right of Entry Upon Premises

16. 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.

Under-rate Workers

17. (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.

Workers to be Members of Union

18. (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.)

Application of Award

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

20. This award shall apply to all workers who are substantially employed on duties specified herein by parties to this award in stores where wool, and/or hides, skins, tallow, hemp, manure, grain, seed, potatoes, salt, chaff or flour, including those engaged operating power-driven mobile cranes and power-driven mobile hoists, and shall operate throughout the Canterbury Industrial District.

“Substantially” for the purpose of this award shall mean more than 50 per cent.

Term of Award

21. 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 3rd day of February 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 continue in force until the 31st day of January 1962.

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 29th day of February 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.