

The Paint and Varnish Manufacturing Labour Legislation Modification Order 1942.

WHEREAS it appears to me to be necessary for maintaining supplies and services essential to the life of the community, I, Patrick Charles Webb, Minister of Labour, pursuant to the Labour Legislation Emergency Regulations 1940, do hereby order as follows:—

1. This Order may be cited as the Paint and Varnish Manufacturing Labour Legislation Modification Order 1942.
 2. This Order applies to female workers employed under the Northern, Wellington, Canterbury, and Otago and Southland Paint and Varnish Workers' award dated 23rd day of March, 1942, and recorded in Book of Awards, Vol. 42, and to the employers of such workers.

3. The provisions of the award hereinbefore referred to shall be and are hereby modified to enable females to be employed in filling leadless products up to 10 lb. in weight in lieu of the limit of 7 lb. prescribed by clause 4 (d), but such modification shall be subject to the following conditions:—

- (1) Female workers shall not be required to lift 10 lb. cans above the height of the work bench; and
- (2) No female worker who is now being paid above the award rates shall have her wages reduced.

4. This Order shall come into effect on the day of the date hereof.

Dated at Wellington, this 28th day of May, 1942.

P. C. WEBB, Minister of Labour.

The Porcelain Workers' Labour Legislation Suspension Order 1942.

WHEREAS it appears to me to be necessary for maintaining supplies and services essential to the life of the community, I, Patrick Charles Webb, Minister of Labour, pursuant to the Labour Legislation Emergency Regulations 1940, do hereby order as follows:—

1. This Order may be cited as the Porcelain Workers' Labour Legislation Suspension Order 1942.

2. This Order applies to female workers employed by the Amalgamated Brick and Pipe Co., Ltd., Auckland, in its porcelain department, and to the employer of such workers.

3. The provisions of the Northern Industrial District Brick, Tile, and Pottery Workers' award dated 4th day of November, 1941, and recorded in 41 Book of Awards 1528, are hereby suspended in so far as they operate to prevent or restrict the employment of the workers hereinbefore mentioned on the terms and conditions set out in the Schedule hereto.

4. This Order shall be deemed to have come into effect on the 23rd day of March, 1942, and shall remain in operation until the 22nd day of March, 1943.

SCHEDULE.

Hours of Work.

1. FORTY hours shall constitute a week's work. The ordinary hours of work shall be eight each day on five days of the week, to be worked between the hours of 7.30 a.m. and 5 p.m. from Monday to Friday, both days inclusive.

Wages.

2. The minimum rates of wages shall be:—

	Per Week.
	s. d.
Under 16 years of age ..	18 6
From 16 to 16½ years of age ..	22 6
From 16½ to 17 years of age ..	26 6
From 17 to 17½ years of age ..	30 6
From 17½ to 18 years of age ..	34 6
From 18 to 18½ years of age ..	38 6
From 18½ to 19 years of age ..	42 6
From 19 to 19½ years of age ..	46 0
From 19½ to 20 years of age ..	50 0
From 20 to 20½ years of age ..	55 0
20½ years of age and over ..	60 0

NOTE.—The rates of remuneration prescribed by this Order are not subject to the General Order dated 9th August, 1940, issued by the Court of Arbitration under the Rates of Wages Emergency Regulations 1940, but they are subject to the General Order of the said Court dated 31st March, 1942, and to any future orders made in pursuance of the said regulations.

Overtime.

3. (a) All time worked in excess of the hours provided in clause 1 hereof 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) Overtime shall be calculated daily.

(c) A worker working overtime for more than one hour without having received notice the previous day shall be paid 1s. 6d. tea money.

Holidays.

4. (a) The following shall be observed as full holidays without deduction from pay: Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, and the birthday of the reigning Sovereign, and one other day to be mutually agreed upon.

(b) Payment of wages for the said holidays shall be made to all persons who have been employed in the factory during the fortnight ending on the day on which the holiday occurs.

(c) Every person who is actually employed on any statutory holiday shall, in addition to the payment to which she is entitled under the foregoing subclause, be paid therefor in accordance with the Factories Act and its amendments, subject, however, to the provisions of the Overtime and Holidays Labour Legislation Suspension Order 1941.

(d) All employees coming within the scope of this Order on completion of twelve months' service shall be allowed annual leave of five consecutive days. Workers whose service is terminated, other than for misconduct, after three months' service, shall be entitled to a proportionate holiday, or pay in lieu thereof.

(e) Where practicable such holidays shall be given in proximity to the Christmas holidays, or at such other time as is mutually agreed upon.

General Conditions.

5. (a) Wages shall be paid weekly during working-hours and not later than Thursday, unless another day be mutually agreed upon.

(b) No deduction shall be made from weekly wages except for time lost by a worker through sickness, accident, or default.

(c) The number of females employed in the department shall not exceed one female to each male worker employed, provided that this proportion may be varied by a committee consisting of two representatives of the union, two representatives of the employer, and the Conciliation Commissioner as Chairman.

(d) No female worker shall be required to lift a weight in excess of 28 lb. single handed.

(e) First-aid equipment shall be kept in a central place in all plants and shall be available at all times.

(f) The employer shall provide overalls and caps, and shall launder the overalls.

(g) The employer shall provide work-seats, where necessary; reasonable facilities for supplying warmth in cold weather; lockers wherein clothes may be kept; and boiling water at meal-times and for washing purposes.

The employer shall provide accommodation to enable workers to change and dry their clothes and have their meals. The employer shall also provide sanitary accommodation.

(h) The accommodation used by female workers shall be kept clean by the employer.

Matters not provided for.

6. The essence of this Order being that the work of the employer shall not on any account whatsoever be impeded, any dispute in connection with any matter not provided for in this Order shall be settled between the 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 Conciliation Commissioner for the district, who may either decide the same or refer the matter to the Court of Arbitration.

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 fourteen days after such decision shall have been communicated to the party desirous of appealing.

Workers to be Members of Union.

7. (a) It shall not be lawful for the employer to employ or to continue to employ in any position or employment subject to this Order any adult person who is not for the time being a member of the Auckland Brick, Tile, Pottery, Clay, and Concrete Ware Employees' Industrial Union of Workers: Provided, however, that any non-unionist may be continued in any position or employment during any time while there is no member of the union who is available to perform the particular work required to be done and is ready and willing to undertake it.

(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 Order for workers of the age of twenty-one years and upwards, shall be deemed to be an adult.

(c) It shall be a breach of this Order for any worker to accept employment and work under this Order without becoming a financial member of the union.