

(2351.) AUCKLAND HOTEL AND RESTAURANT EMPLOYEES.—
AGREEMENT *RE* HOTEL WORKERS IN THE GISBORNE DISTRICT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1908, and its amendments, this 21st day of June, 1911, between the Auckland Hotel and Restaurant Employees' Industrial Union of Workers (Gisborne Branch), on the one part, and John F. Pettie (Masonic Hotel), James H. Martin (Gisborne Hotel), John A. Lucas (Coronation Hotel), Frank Harris (Albion Club Hotel), Walter Samson (Turanganui Hotel), Joseph J. Martin (Royal Hotel), Frederick J. Single (Record Reign Hotel), Eva M. Parker (British Empire Hotel), on the other part, whereby it is mutually agreed as follows:—

SCHEDULE.

Wages.

1. The following shall be the minimum weekly rate of wages for the following classes of workers in hotels:—

Kitchen.—(a.) Where five or more hands are employed: Chef, £4 10s.; second, £2 15s.; third, £1 10s.; others, £1 7s. 6d. (b.) Where four hands are employed: Chef, £4; second, £2 5s.; others, £1 7s. 6d. (c.) Where three hands are employed: Chef, £3 10s.; second, £2; others, £1 7s. 6d. (d.) Where two hands are employed: Chef, £2 10s.; second, £1 10s. (e.) Where one hand is employed: Male cook, £2; female cook, £1 10s. (f.) Kitchen hand attending to boiler, 5s. per week extra.

2. *Dining-room.*—(a.) Where three or more waiters are employed: Head, £2 10s.; second, £2; others, £1 10s. (b.) Where two are employed: Head, £2; second, £1 10s. (c.) Where one is employed, £1 10s. One probationer is allowed to each house for a period of six months at minimum wage of £1.

3. *Housemaids and Waitresses*, £1.

4. *Pantry.*—(a.) Where more than one man is employed: First hand, £1 10s.; others, £1 5s. (b.) Where only one is employed, £1 7s. 6d. (c.) Where a pantryman is required to carve and make salads, he shall be paid 5s. per week extra. (d.) Females employed in pantry, £1.

5. *Porters.*—(a.) Day-porters, £1 7s. 6d. (b.) Night-porters, £1 10s.

6. *Barmen and Barmaids.*—(a.) Where two or more are employed: First hand, £2 5s.; others, £2. (b.) Where only one is employed, £2. (c.) Barmaids, £1 10s.

7. *Billiard-marker*, £1 10s.

8. *Laundress*, where all washing, starching, and ironing is done on the premises, £1 5s.

9. *Buttons.*—(a.) Boys under seventeen years of age, 10s. (b.) Boys seventeen years of age and under nineteen, 15s. (c.) These employees may be employed in proportion of one to three day-porters or fraction of three.

10. *General Hands*.—(a.) Male worker, £1 7s. 6d. (b.) Female worker, £1 5s.

Casual Labour.

11. The following shall be the minimum rates for such workers:—

Kitchen.—Males: Chef—First day £1, two succeeding days 15s. per day, and after the third day ordinary wages; others—first day 10s., two succeeding days 7s. 6d. per day, and thereafter ordinary wages. Females: Head cook—For the first three days 10s. per day, and thereafter ordinary wages; other cooks, 7s. 6d. per day.

Waiters.—For the first three days 10s. per day, and thereafter ordinary wages. *Waitresses*—7s. 6d. per day. Where a waiter is employed for a single meal he shall be paid not less than 5s.; where a waitress is employed for a single meal she shall be paid not less than 2s. 6d.

Pantrymen shall be paid 7s. 6d. per day for the first three days, and thereafter ordinary wages. *Pantrymaids* shall be paid not less than 7s. 6d. per day.

Barmen.—10s. per day for the first three days, thereafter ordinary wages.

Porters and General Hands.—7s. 6d. per day for the first three days, thereafter ordinary wages.

Hours of Work.

12. The hours of work shall be those fixed by the Shops and Offices Amendment Act, 1910.

Holidays.

13. The holidays shall be those fixed by the Shops and Offices Amendment Act, 1910, with the addition of a half-holiday on alternate Sundays from the hour of 2 p.m. till the usual time for commencing work on the following Monday, but on any half-holiday the employer may require any worker to perform the duties of any other worker absent on his or her half-holiday at the same rate of wages as fixed for their own department: Provided that the employer may require the day-porter to perform such duties as are necessary in connection with the arrival or departure of a steamer on a Sunday.

Overtime.

14. Overtime shall be paid as fixed by the Shops and Offices Amendment Act.

Payment of Wages.

15. Wages shall be paid weekly unless otherwise agreed upon in writing.

Termination of Employment.

16. Not less than seven days' notice shall be given by either party of the termination of the service; provided that nothing in this clause shall prevent the employer from summarily dismissing any worker for wilful misconduct.

17. Where board is not provided, all hotel employees covered by this award shall be paid 10s. per week in addition to the above rates. Where lodging is not provided, they shall each receive an additional sum of 5s. per week; provided always that if an employer is willing, and offers to provide suitable lodging for any worker, and such worker prefers to lodge elsewhere, no allowance shall then be paid to such worker for lodging.

Special Committee.

18. A committee consisting of one representative of the employers and one representative of the union, together with a chairman who shall be agreed upon by the aforesaid representatives, shall be appointed to deal with any matters not covered by this award, and shall be empowered to classify and fix the rate of wages for any worker whose position is not clearly defined by this award, and shall also determine any question arising out of this award which may be referred to the said committee by mutual agreement between the union and the employers. The chairman of this committee shall have a casting-vote, and the decision of the committee shall be final and binding on both parties.

Preference.

19. (a.) None but financial members of the Auckland Hotel and Restaurant Employees' Industrial Union of Workers shall be employed in any branches of the trade covered by this award.

(b.) Each employer shall be at liberty to engage workers at his own place of business, and if any worker so engaged shall not be a member of the union the employer shall require him to join within seven days from the date of his engagement.

(c.) In the event of any worker at present employed in hotels covered by this award having conscientious objections to becoming a member of the union, the special committee provided for under clause 18 shall determine whether in such case the above provisions for preference to unionists shall apply.

(d.) Nothing in this clause shall be deemed to apply to workers employed for a lesser period than seven days.

Existing Conditions.

20. Notwithstanding the rate of wages fixed by the schedule of this award, the wages of no worker at present in receipt of a higher rate than that provided by the said schedule shall be reduced so long as he or she continues in their present position and employment.

Time-table.

21. Every worker shall be provided with a time-table, which shall set forth his or her working-hours and duties.

Scope of Award.

22. This award shall apply to all hotelkeepers carrying on business in the Borough of Gisborne and the Counties of Cook, Waikohu, and Waiapu.

Term of Award.

23. This award shall come into force on the 1st day of July, 1911, and shall continue in force until the 1st day of July, 1913.

This agreement shall be forwarded to the Court of Arbitration for the purpose of having its terms, conditions, and application embodied in an industrial award.

Signed and sealed on behalf of the Auckland Hotel and Restaurant Employees' Industrial Union of Workers—

GEORGE NIXON, President.

THOS. LONG, Secretary.

JOHN F. PETTIE.

Signed by the said John F. Pettie. Witness—Percy Andrew.

J. H. MARTIN.

Signed by the said James H. Martin. Witness—Percy Andrew.

W. SAMSON.

Signed by the said Walter Samson. Witness—Percy Andrew.

JOSEPH J. MARTIN.

Signed by the said Joseph J. Martin. Witness—Percy Andrew.

F. J. SINGLE.

Signed by the said Fredk. J. Single. Witness—Percy Andrew.

E. M. PARKER.

Signed by the said Eva M. Parker. Witness—Tom Heare.

JAMES PORTER.

Signed on behalf of the said Frank Harris. Witness—Percy Andrew.

J. A. LUCAS.

Signed by the said John A. Lucas. Witness—Percy Andrew.