

(4226.) NORTHERN DISTRICT (EXCEPT POVERTY BAY) MEAT-PRESERVING WORKS EMPLOYEES.—AWARD.

In the Court of Arbitration of New Zealand, Northern Industrial District. — In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Auckland Butchers, Meat-preservers, and Bacon-curers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

The Auckland Meat Company, meat-preservers, Wakefield Street, Auckland.

Fraser and Richardson, meat-preservers, Whangarei.

Hellaby, R. and W. (Limited), meat-preservers, Shortland Street, Auckland.

Whangarei Freezing Company (Limited), meat-preservers, Edean's Buildings, Queen Street, Auckland.

Westfield Freezing Company (Limited), meat-preservers, Edean's Buildings, Queen Street, Auckland.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, 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 the sum of £100 shall be the maximum penalty payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect from the 3rd day of April, 1916, and shall continue in force until the 3rd day of April, 1918, and thereafter as provided by subsection (1) (d) of section 90 of the Industrial Conciliation and Arbitration Act, 1908.

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 23rd day of March, 1916.

T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. A week's work shall not exceed forty-eight hours. The hours of work shall be apportioned as follows: On the first five days in each week from 7.30 a.m. to 5 p.m., with forty-five minutes off each day for dinner. On Saturday the hours of work shall commence at 7.30 a.m. and cease at 11.45 a.m.

Overtime.

2. All work done in excess of the hours provided for in clause 1 hereof shall be considered overtime, and shall be paid for at the rate of time and a quarter: Provided that all work done after 9 p.m. on the first five days of the week and after 11.45 a.m. on Saturdays shall be paid for at the rate of time and a half.

Wages.

3. Workers shall be paid not less than the following rates of wages: Preservers supervising pans or retorts, 1s. 6d. per hour; tinsmiths, 1s. 3d. per hour; tin-cleaners and tin-washers, 1s. 1½d. per hour; all other workers in connection with the industry, 1s. 2½d. per hour; boners, 1s. 6d. per hour.

Boys and Youths.

4. (a.) Employers may employ boys and youths at not less than the following rates of pay: Under the age of sixteen years, 17s. 6d.

per week; from sixteen to seventeen years, £1 2s. 6d. per week; from seventeen to eighteen years, £1 7s. 6d. per week; from eighteen to nineteen years, £1 12s. 6d. per week; from nineteen to twenty years, £1 15s. per week; from twenty to twenty-one years, £2 per week.

(b.) The proportion of boys and youths shall be one to every three men or fraction thereof.

Weekly Employment.

5. In cases where a weekly wage is fixed no deduction shall be made therefrom save for time lost through the default or sickness of the worker.

Holidays.

6. All workers shall receive the following holidays: New Year's Day, 2nd January, Anniversary Day, Good Friday, Easter Monday, Labour Day, birthday of the reigning Sovereign, and Christmas Day.

Accommodation.

7. Employers shall provide at their respective factories suitable accommodation, to the satisfaction of the Inspector of Factories, for workers dressing and dining, with facilities for workers washing themselves, &c., which the workers shall keep in reasonably clean order and condition.

Preference.

8. (a.) If any employer shall hereafter engage any worker coming within the scope of this award who shall not be a member of the union, and who shall not become a member thereof within fourteen days after his engagement and remain such member, the employer shall dismiss such worker from his service if requested to do so by the union, provided there is then a member of the union equally qualified to perform the particular work required to be done, and ready and willing to undertake the same.

(b.) The provisions of the foregoing clause shall operate only if and so long as the rules of the union shall permit any worker coming within the scope of this award of good character and sober habits to become a member of the union upon payment of an entrance fee not exceeding 5s., upon a written application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

Under-rate Workers.

9. (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 Factories 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.

Scope of Award.

10. This award shall apply to employers carrying on business in the Northern Industrial District, but shall not extend to the Poverty Bay District which lies outside a line drawn from the East Cape along the main range to the boundary of the Wellington Industrial District.

Term of Award.

11. This award shall come into force on the 3rd day of April, 1916, and shall continue in force until the 3rd day of April, 1918.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the said Court hath hereunto set his hand, this 23rd day of March, 1916.

T. W. STRINGER, Judge.

MEMORANDUM.

The only substantial question in dispute in this case was as to the minimum rates of wages, and these have been settled by the Court.

T. W. STRINGER, Judge.

NOTE.—Section 90, subsection (1) (d), of the Industrial Conciliation and Arbitration Act, 1908, provides that, notwithstanding the expiration of the currency of the award, the award shall continue in force until a new award has been duly made or an industrial agreement entered into, except where the registration of an industrial union of workers bound by such award has been cancelled.