

(4324.) WELLINGTON DISTRICT SADDLERS, COLLARMAKERS,
HARNESSMAKERS, AND BAGMAKERS.—AWARD.

In the Court of Arbitration of New Zealand, Wellington 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 Wellington Saddlers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

- Allen, A. S., saddler, Frasertown Road, Wairoa.
 Allen, J. H. P., saddler, Makuri.
 Allen, J. H. P., saddler, Pongaroa.
 Andrews, D., carrier, Tory Street, Wellington.
 Armstrong, Walter, saddler, Greytown.
 Avery, G. T., saddler, Marton.
 Beer, H. A., saddler, Waverley.
 Bennett, C. J., saddler, Mangaweka.
 Blom, A., saddler, Waipukurau.
 Boardman, T. H., saddler, Pongaroa.
 Bodley, W., saddler, Wairoa.
 Briggs, Charles, saddler, Hastings.
 Brunton, W., saddler, Greytown.
 Bullard, W., saddler, Foxton.
 Burt, A., saddler, Featherston.
 Butler, F., saddler, Wellington.
 Butler, J. E. (Limited), saddlers, Ballance Street, Wellington.
 Caird, W. G., saddler, Rangiwhia.
 Catt, H., saddler, Carterton.
 Clemens, R. G., saddler, Rongotea.
 Coe, A. H., saddler, Wanganui.
 Coe, John, saddler, Waipawa.
 Coe, T. L., saddler, Manners Street, Wellington.
 Cosgrove, W., saddler, Waipawa.
 Cross, O. C., saddler, Manners Street, Wellington.
 Davis, W. J., saddler, Waverley.
 Dempsey, A., saddler, Levin.
 Dempsey, J., saddler, Wanganui.
 Dudson, J. H., saddler, Carterton.
 Elliott, James, saddler, Masterton.
 Elliott, J., and Co., saddlers, Pahiatua.
 Evans, J. E., saddler, Lambton Quay, Wellington.
 Fletcher, William, saddler, Kaikora North.
 Fraser, B. A., saddler, Taihape.
 Gavin, W. C., saddler, Waipukurau.
 Geertson, Thomas, saddler, Rongotea.
 Greathead, H. E., saddler, Eketahuna.
 Gundrie, W. F., saddler, Martinborough.

- Harcombe and Cowper, saddlers, Masterton.
 Harmstrong, H., saddler, Carterton.
 Healy, G. B., saddler, Feilding.
 Hill, W., saddler, Taranaki Street, Wellington.
 Horne, Arthur, saddler, Hastings.
 Jenkins, Leonard, saddler, Shannon.
 Johnston, A., saddler, Dannevirke.
 Jolly, W. B., saddler, Palmerston North.
 Keir, J., carter, Wellington.
 Knoblock, John W., saddler, Waipawa.
 Land and Heighway, saddlers, Hastings.
 Laws and Manning, saddlers, Courtenay Place, Wellington.
 McCarty, J. A., saddler, Featherston.
 McVay, John, saddler, Napier.
 Mackay, J. E., saddler, Apiti.
 Martin and Son, saddlers, Raetihi.
 May, G. D., saddler, Norsewood South.
 May, G. D., saddler, Ormondville.
 Middlemiss, J. W., saddler, Levin.
 Middlemiss, William, saddler, Kimbolton.
 Mills, J., saddler, Napier.
 Munt, Cottrell, and Co., carters, Wellington.
 Neagle, David, saddler, Taihape.
 Neagle, J., saddler, Dannevirke.
 Neill, W. J., saddler, Feilding.
 Osborne, B. T., bag and trunk maker, Willis Street, Wellington.
 Palmer, G., saddler, Feilding.
 Palmer, Joseph W., saddler, Wanganui.
 Peters, W., saddler, Palmerston North.
 Petherick, F., saddler, Hunterville.
 Price, B. R., saddler, Wanganui.
 Pringle, D., saddler, Palmerston North.
 Randall, W., saddler, Palmerston North.
 Ranson, E. A., saddler, Dannevirke.
 Rees, H. M., and Son, saddlers, Dannevirke.
 Reid, F. G., bag and trunk maker, Petone.
 Richardson and Son, saddlers, Pahiatua.
 Riddell, John, saddler, Frasertown.
 Russell, P. R., and Co., saddlers, Blair Street, Wellington.
 Savage, H., saddler, Lambton Quay, Wellington.
 Shacqman, W. L., and Co., saddlers, Napier.
 Sharpe, A. F., saddler, Marton.
 Sparksman, E., saddler, Eketahuna.
 Stephens, H. M., bag and trunk maker, Wellington.
 Stephens, W. F., saddler, Taihape.
 Sterry, J. L., saddler, Waipukurau.
 Stockwell and Lawless, saddlers, Wanganui.
 Thomson, A., saddler, Wellington.

Townsend and Cowper, saddlers, Masterton.
 Usher and Etchells, bag and trunk makers, Wellington.
 Walker, J. E., saddler, Bull's.
 Wellington Saddlery Company, Blair Street, Wellington.
 Westlake, J. B., saddler, Pahiatua.
 Wiggins, W., saddler, The Terrace, Wellington.
 Williams, C. H., saddler, Taradale.
 Wilson and Thomson, saddlers, Dannevirke.
 Wiseman, W., saddler, Raetihi.
 Worth, W. A., saddler, Adelaide Road, Wellington.
 Wright, G., saddler, Owen Street, Wellington.
 Wycherley and Son, saddlers, Palmerston North.
 Young and Collins, saddlers, Wanganui.

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 26th day of June, 1916, and shall continue in force until the 26th day of June, 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 6th day of June, 1916.

T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. (a.) The hours of work shall be forty-eight in each week.

(b.) On Saturday in each week the hours of work shall expire in all factories in the City of Wellington and its adjacent suburbs, including Petone and Lower Hutt, at 12 o'clock.

(c.) In other parts of the industrial district the hours of work shall expire, subject to the provisions of the Factories Act, 1908, at 12 o'clock on one day in each week; such day may be either Saturday or the day upon which the local half-holiday is observed.

Overtime.

2. (a.) All work performed beyond the time mentioned in clause 1 of this award shall be considered overtime, and shall be paid for at the following rates: For the first three hours, time and a quarter; after the first three hours and up to midnight, time and a half; afterwards, double time; on Sundays and the days mentioned in clause 12 hereof, double time. When work is performed on Saturday afternoon or on the day set apart for the weekly half-holiday time and a half shall be paid.

(b.) Any time lost through a worker's own default during any one week shall be made up before any overtime rates shall be paid.

Classes of Workers.

3. Only three classes of workers shall be recognized—viz.,

- (a) Journeymen (including journeymen and journeywomen),
- (b) apprentices (including those persons employed as improvers),
- (c) female stitchers and machinists.

Wages.

4. Every journeyman working at any branch of the trade shall be paid not less than 1s. 4d. per hour.

Piecework Log.

5. Any employer may arrange with all or any of his workers to work piecework at rates to be set out in a log to be mutually agreed upon between the employers and the union, which log may at the request of the parties be embodied in a supplemental award.

Payment of Wages.

6. Wages are to be paid in full once a week.

Under-rate Workers.

7. (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.

Apprentices.

8. (a.) Any employer taking an apprentice to learn the trade shall be deemed to undertake the duty which he agrees to perform as a duty enforceable under this award, and shall pay such apprentice not less than the undermentioned rate of wages, namely: For the first year, 10s. per week; for the second year, 15s. per week; for the third year, £1 per week; for the fourth year, £1 7s. 6d. per week; and for the fifth year, £1 15s. per week.

(b.) The period of apprenticeship shall be five years, but three months' probation shall be allowed the first employer of any apprentice to determine his fitness, such three months to be included in the period of apprenticeship; and the obligation of the apprentice to serve his employer shall be deemed to be a duty enforceable under this award.

(c.) At the end of the period of apprenticeship the employer shall give the apprentice a certificate to show that he has served his apprenticeship. Should the employer at any time before the termination of the apprenticeship wish for any reason to dispense with the services of the apprentice he shall give him a certificate for the time served and procure him another employer carrying on business within a reasonable distance of the original employer's place of business, who will continue to teach the apprentice, to pay him the wages prescribed by this award according to the total length of time he has served, and generally to perform the obliga-

tion of the original employer: Provided that it shall not be obligatory upon an employer to find the apprentice another employer if he shall so misconduct himself as to entitle the employer to discharge him, but he shall give him a certificate for the time actually served.

(d.) An employer taking an apprentice shall give notice thereof and of the name of the apprentice to the Inspector of Factories within one week after the expiration of the period of probation, and an employer transferring an apprentice to another employer shall similarly within one week thereof give notice of such transfer to such Inspector and to the secretary of the union.

(e.) An employer shall not be deemed to discharge his duty towards his apprentice if he fails to keep him at work owing to slackness of work, but such slackness may form a proper ground for transferring him to a master willing to undertake the responsibility of teaching him.

(f.) When an apprentice is discharged for cause the employer shall send notice of the discharge and of the cause thereof to the Inspector of Factories and the secretary of the union.

(g.) No deduction shall be made from the wages of an apprentice except for time lost through the worker's default, and the apprentice shall make up such lost time before the following year of his apprenticeship shall be deemed to commence, and the total period of his apprenticeship shall be extended for a period equal to such lost time.

(h.) Existing legal arrangements with or relating to apprentices now serving any employer may continue, provided that any employer wishing them to continue shall forward the names of his present apprentices to the Inspector of Factories and the secretary of the union within one month after the filing of this award.

Improvers.

9. An apprentice after serving his apprenticeship may be employed as an improver for a period of six months at a wage of not less than £2 5s. per week, and for a further period of six months at a wage of not less than £2 10s. per week.

Female Stitchers or Machinists.

10. All female stitchers employed shall be paid a weekly wage— for the first year, 7s. 6d. per week; for the second year, 12s. 6d. per week; for the third year, 17s. 6d. per week; for the fourth year, £1 5s. per week; for the first six months of the fifth year, £1 10s. per week; and thereafter a minimum wage of £2 per week.

Proportion of Apprentices.

11. (a.) The proportion of apprentices and female stitchers to journeymen employed by any employer shall not exceed the following, viz.: In the saddlery branch, one apprentice and one female

stitcher to every three journeymen or fraction of three journeymen; machine branch, one male or female apprentice to every three journeymen or fraction of three journeymen or journeywomen recognized machinists; in the harness branch, one male or female apprentice to one journeyman, or one male and one female apprentice or two male apprentices to three journeymen, and the same proportion of apprentices shall apply to every additional one or three journeymen employed; in the collar-making branch, one apprentice to one journeyman or two apprentices to three journeymen, and the same proportion of apprentices shall apply to every additional one or three journeymen employed; in the bridle-cutting branch, one apprentice and two female stitchers to one journeyman, or one apprentice and three female stitchers to two journeymen, or one apprentice and four female stitchers to three journeymen, or two apprentices and five female stitchers to four journeymen, and one female stitcher to every additional journeyman. Bag and trunk makers to have one apprentice to each journeyman, male or female.

(b.) Where there is only one apprentice kept, and he has served three years, an additional apprentice may be taken on so as to enable the former to have a better opportunity of learning the trade.

(c.) For the purpose of determining the proportion of apprentices and female stitchers to journeymen in taking any new apprentice or female stitcher the calculation shall be based on a two-thirds full-time employment of competent journeymen employed during the three previous calendar months.

Holidays.

12. The following shall be the recognized holidays in all branches: Good Friday, Easter Monday, the Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, New Year's Day, and Anniversary Day. In places where this award applies where the anniversary of the province and Labour Day are not generally observed by shopkeepers other days may be substituted in lieu of these holidays by prior arrangement between the employers and the workers in any town.

Preference.

13. (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.

Definition of "Saddler."

14. A "saddler" shall for the purposes of this award be defined as any person engaged in the manufacturing or repairing of saddles, bridles, harness, machine belting, military accoutrements, horse and cow covers, strappings, leggings, or any class of leather that a saddler is usually employed at. All bag, port-manteau, and trunk and collar makers shall be included in this award.

Work to be performed in Employer's Factory.

15. All work shall be performed in the factory workshops, and no worker shall do work of any description at the trade for the purpose of trade after leaving the employer's place of business, provided such worker be fully employed, except when permits to work at home are granted to workers who are physically unfit to attend at their employer's place of business.

Scope of Award.

16. This award shall apply to all employers carrying on business as saddlers within the Industrial District of Wellington.

Term of Award.

17. This award shall come into force on the 26th day of June, 1916, and shall continue in force until the 26th day of June, 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 6th day of June, 1916.

T. W. STRINGER, Judge.

MEMORANDUM.

The only substantial question submitted to the Court was as to the minimum rate of wages. In order to become a saddler an apprenticeship of five years must be served, and there can be no question that a journeyman saddler is a skilled tradesman. Notwithstanding these facts the minimum rate for saddlers has—for reasons to which it is unnecessary to refer—for many years been considerably lower than that fixed by awards of the Court for other workers in industries where no higher degree of skill is required. The employers admit that an increase from the present rate of 1s. 2d. per hour to 1s. 3d. per hour is justifiable,

but contend that, owing to the industry being in a languishing condition, largely due to the advent and increasing use of motor-cars, no greater increase should be granted. The Court recognizes that the industry is not an expanding one, but cannot see any sound reasons why the workers should not be placed on something like a footing of equality with those working in other skilled trades. It has therefore fixed the minimum rate at 1s. 4d. per hour.

T. W. STRINGER, Judge.