

OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

(4325.) OTAGO AND SOUTHLAND SADDLERS, HARNESSMAKERS, AND COLLARMAKERS.—AWARD.

In the Court of Arbitration of New Zealand, Otago and Southland 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 Otago and Southland Saddlers, Harness, Collar, Bag, and Cover Makers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Dunedin—

Allen, A., saddler, Moray Place, Dunedin.

Brace, Windle, Blyth, and Co., saddlers, High Street, Dunedin.

Butler, J. E. (Limited), saddlers, Princes Street, Dunedin.

Clark, J., and Sons, portmanteau-makers, Maclaggan Street, Dunedin.

Coombes, J., portmanteau-maker, North-east Valley, Dunedin.

Gregg and Beck, portmanteau-makers, King Street, Dunedin.

Hatfield, B., collar-maker, Richardson Street, Dunedin.

Kilmartin, F., collar-maker, 319 Rattray Street, Dunedin.

Lacey, J., saddler, King Street, Dunedin.

McKenzie, H. F., saddler, King Street, Dunedin.

Maxwell, T., saddler, Princes Street, Dunedin.

Miller, P., saddler, Rattray Street, Dunedin.

Moir, J., saddler, Maclaggan Street, Dunedin.

Newey, G., and Co., portmanteau-makers, George Street, Dunedin.

Otago Farmers' Co-operative Association of New Zealand (Limited), saddlers, Crawford Street, Dunedin.

Dunedin—*continued.*

Powell, A., saddler, Highgate, Roslyn.

Seymour, O., portmanteau-maker, Elgin Road, Mornington.

Trevena and Son, saddlers, Princes Street, Dunedin.

Wilson, J., saddler, Princes Street, Dunedin.

Wright, Stephenson, and Co. (Limited), saddlers, High Street, Dunedin.

Arrowtown—

Adam, L., saddler, Arrowtown.

Balclutha—

Gawn, F., saddler, Balclutha.

Low, J., saddler, Balclutha.

Centre Bush—

Payne, J., saddler, Centre Bush.

Risk, W., saddler, Centre Bush.

Clinton—

Bell, H. R., saddler, Clinton.

Clyde—

Smart, J., saddler, Clyde.

Cromwell—

Smart, J., saddler, Cromwell.

Dipton—

McCurdy, N., saddler, Dipton.

Gore—

Bell, T., saddler, Gore.

McCutcheon, W., saddler, Gore.

Ritchie and Co., saddlers, Gore.

Southland Farmers' Co-operative Association, saddlers, Gore.

Turnbull, G., saddler, Gore.

Wright, Stephenson, and Co. (Limited), saddlers, Gore.

Heriot—

Curry, H., saddler, Heriot.

Invercargill—

Cunningham, H., cover-maker, Dee Street, Invercargill.

McGoldrick, T., saddler, 35 Kelvin Street, Invercargill.

Ritchie and Co., saddlers, 139 Dee Street, Invercargill.

Petrie, W. R., saddler, 101 Dee Street, Invercargill.

Pratt, James, cover-maker, Invercargill.

Watson, J. E., and Co., cover-makers, Tay Street, Invercargill.

Wright, Stephenson, and Co. (Limited), saddlers, Invercargill.

Kurow—

Martin, G. P., saddler, Kurow.

Lawrence—

Russell, J., saddler, Lawrence.

Varcoe, W., saddler, Lawrence.

- Mataura—
 Aitken, John Withington, saddler, Mataura.
 Robertson, F., saddler, Mataura.
- Middlemarch—
 Walker, R., saddler, Middlemarch.
- Milton—
 Lockhart, J., saddler, Milton.
 Taylor, W., saddler, Milton.
- Mosgiel—
 Otago Farmers' Co-operative Association of New Zealand
 (Limited), saddlers, Mosgiel.
- Ngapara—
 Richardson, T., saddler, Ngapara.
- Nightcaps—
 Clapp, J. O., saddler, Nightcaps.
- Oamaru—
 Broad, J. E., saddler, Oamaru.
 Dimmick, W. A., saddler, Oamaru.
 Hodge and Jones, saddlers, Oamaru.
- Orepuki—
 Baty, Isaac, saddler, Orepuki.
- Otautau—
 Kirk, T., saddler, Otautau.
 Parmenter, J., saddler, Otautau.
- Outram—
 Bathgate, J., saddler, Outram.
- Owaka—
 Reid, John, saddler, Owaka.
- Palmerston—
 McFarlane, J., saddler, Palmerston.
 Shepherd, H. F., saddler, Palmerston.
- Pateroa—
 Schrick, Frederick, saddler, Pateroa.
- Ranfurly—
 Bell, G., saddler, Ranfurly.
- Riverton—
 Hill, F., saddler, Riverton.
- Riversdale—
 Bell, D., saddler, Riversdale.
- Roxburgh—
 McMullin, M., saddler, Roxburgh.
- Stirling—
 Henderson, J., saddler, Stirling.
- Thornbury—
 Thompson, Robert Nelson, saddler, Thornbury.
- Tuatapere—
 Brown, J. W., saddler, Tuatapere.

Waikaka—

Lawson, Francis, saddler, Waikaka.

Waikouaiti—

Tait, T., saddler, Waikouaiti.

White, William, saddler, Waikouaiti.

Waipiata—

Arnold, David, saddler, Waipiata.

Waiwera South—

Aitken, Frederick, saddler, Waiwera South.

Winton—

Castle, F., saddler, Winton.

Cole, F. A., saddler, Winton.

Jones, A., saddler, Winton.

Liddle, H., saddler, Winton.

Woodlands—

Bigwood, C. J., saddler, Woodlands.

Wyndham—

Currie, W. J., saddler, Wyndham.

Winter, R. J., and Sons, saddlers, Wyndham.

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 Dunedin and its adjacent suburbs at 12 o'clock noon.
- (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, and such day may be either Saturday or the day upon which the local half-holiday is observed.
- (d.) In shops exclusively doing a retail trade one man may be kept in charge of the shop until 1 p.m. on Saturday or other half-holiday without payment of overtime.

Classes of Workers.

2. (a.) Only four classes of workers shall be recognized or employed—viz., journeymen (which expression shall include journeymen and journeywomen), apprentices, female stitchers, and female machinists. Female stitchers shall be employed only in the bridle-cutting and saddle-making branches, and female machinists only in the bagmaking and legging branches. Female machinists may be employed to paste the strawboard for portmanteau and gladstone bags, and to do other work in the bag and legging branches.
- (b.) 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, portmanteau, and trunk and collar makers shall be included in this award.

Wages.

3. (a.) Every journeyman working at any branch of the trade shall be paid not less than 1s. 4d. per hour.
- (b.) All wages shall be paid weekly, and one week's notice to be given on either side.

Overtime.

4. (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 11 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.

Under-rate Workers.

5. (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.

6. (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 obligation 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 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 wage of an apprentice except for time lost through the worker's own 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 calendar month after the filing of this award.

Improvers.

7. 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.

Proportion of Apprentices.

8. (a.) The proportion of apprentices and female stitchers to journeymen employed by an employer shall not exceed the following, viz. : In the saddle branch, one apprentice and one female stitcher to every three journeymen or fraction thereof; machinery, harness, and collar making branches, one male apprentice to every three journeymen or fraction thereof or journeymen recognized machinists; 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 are to have one apprentice, male or female, to each journeyman. Where there is only one apprentice kept, and he has served four years, an additional apprentice may be taken on so as to enable the former to have a better opportunity of learning the trade.

(b.) 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 payment of competent journeymen employed during the previous three calendar months.

Female Stitchers.

9. 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 not less than £1 15s. per week.

Holidays.

10. The following days shall be recognized as holidays in all branches of the trade: New Year's Day, 2nd January, Good Friday, Easter Monday, birthday of the reigning Sovereign, Boxing Day, Christmas Day, and Labour Day.

Female Machinists.

11. All female machinists engaged in the bag and legging making shall be paid a weekly wage—not less than 8s. per week for the first year, 12s. per week for the second year, 16s. per week for the third year, £1 per week for the fourth year, £1 5s. per week for the fifth year, and after the fifth year not less than £1 10s. per week.

Factory Workshops.

12. All work shall be performed in the factory or 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.

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.

Scope of Award.

14. This award shall apply to all employers carrying on business as saddlers within the Industrial District of Otago and Southland.

Term of Award.

15. 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

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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.