

(8488.) WELLINGTON INDUSTRIAL DISTRICT SADDLERS, HARNESS-
MAKERS, COLLARMAKERS, 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, Harness-makers, Collarmakers, Bridlemakers, Leather-bag Makers, and Canvas Workers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Armstrong, H., Saddler, Carterton.

Armstrong, Walter, Saddler, Greytown.

Avery, G. T., Saddler, Marton.

Beer, H. A., Saddler, Waverley.

Blom, J. A., Saddler, Waipukurau.

Boagey, J. J., Saddler, Pahiatua.

- Briggs, Charles, Saddler, Hastings.
 Bullard, W., Saddler, Foxton.
 Burt, A., Saddler, Featherston.
 Butler, J. E. (Limited), Saddlers, Ballance Street, Wellington.
 Catt, H., Saddler, Carterton.
 Coe, A. H., Saddler, Wanganui.
 Cross, C. O., Bagmaker, Lower Hutt.
 Dahl, C., Covermaker, Palmerston North.
 Dudson, J. A., Saddler, Carterton.
 Elliott, J., and Co., Saddlers, Masterton.
 Evans, J. E. (Limited), Saddlers, Lambton Quay, Wellington.
 Fraser, B. A., Saddler, Taihape.
 Greathead, H. E., Saddler, Eketahuna.
 Gundrie, W. F., Saddler, Martinborough.
 Harcombe and Donald, Saddlers, Masterton.
 Hawke's Bay Farmers' Co-operative (Limited), Waipukurau.
 Hutchens, J., Saddler, Fordell.
 Jolly, W. J. B., Saddler, Palmerston North.
 Jowett, A. K., Saddler, Upper Hutt.
 Knoblock, John W., Saddler, Waipawa.
 Land and Heighway, Saddlers, Hastings.
 Land, J. S., Bag and Trunk Maker, Willis Street, Wellington.
 Laws, F. A., Saddler, Courtenay Place, Wellington.
 McCarty, J. A., Saddler, Featherston.
 McGregor, A. K., Saddler, Marton.
 McMillan, W., Merchant, Palmerston North.
 Manning, S. J., Saddler, Courtenay Place, Wellington.
 Martin, F. E., Saddler, The Square, Palmerston North.
 Middlemiss, William, Saddler, Levin.
 Mills, E. W., and Co. (Limited), Covermakers, Jervois Quay, Wellington.
 Moir, T., Saddler and Harnessmaker, 117 High Street, Dannevirke.
 Munt, Cotterell, and Co. (Limited), Carriers, Customhouse Quay, Wellington.
 Neagle, David, Saddler, Taihape.
 Osborne, B. T., Bagmaker, Herbert Street, Wellington.
 Palmer, Joseph W., Saddler, Wanganui.
 Peters, W., Saddler, Palmerston North.
 Petherick, F., Saddler, Hunterville.
 Reid, F. G., Saddler, Petone.
 Richardson and Son, Saddlers, Kimbolton.
 Savage, H., Saddler, Lambton Quay, Wellington.
 Sparksman, E., Saddler, Eketahuna.
 Stockwell, R. B., Saddler, Waipukurau.
 Wiggins, W. (Limited), Saddlers, The Terrace, Wellington.
 Williams, C. H., Saddler, Taradale.

Wilson, A., Saddler, Dannevirke.

Worth, W. A., Saddler, Adelaide Road, Wellington.

Young and Collins (Limited), 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 a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect from the 1st day of January, 1926, and shall continue in force until the 31st day of December, 1927, 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 affixed, and the Judge of the Court hath hereunto set his hand this 21st day of December, 1925.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Hours of Work.

1. (a.) The hours of work shall be forty-eight in each week, subject to the provisions of the Factories Act, 1921-22.

(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 noon.

(c.) In other parts of the industrial district the hours of work shall expire, subject to the provisions of the Factories Act, 1921-22, at 12 noon on one day in each week, and such day may be either Saturday or the day upon which the local half-holiday is observed.

Classes of Work.

2. (a.) Five classes of workers shall be recognized or employed—viz., journeymen, journeywomen, apprentices, female stitchers, and female machinists.

(b.) Female stitchers in the bagmaking department may be employed to paste or glue the strawboard for bag-work, and to do other work in that department, except—

Suit, attache, and blouse cases: Measuring-frame; cutting boards; cutting leather; cutting facings; cutting linings; pricking; mounting up; bar binding; hoop-iron frames; cutting corners; riveting corners; rubbing out; fitting inside straps.

Hat-boxes: Same as above, plus cones.

Trunks: Same as suit-cases, plus making trays; welting; putting on batons; making tray-rests.

Brief-bags and Gladstone bags: Measuring up; cutting leather; cutting boards; cutting linings; turning; framing up.

Kit-bags: Same as brief-bags, plus riveting frames.

(c.) Female stitchers in the saddle branch shall not be employed in panel-making.

Female stitchers may be transferred between the saddle, bag, and bridle branches owing to slackness of work in any branch.

(d.) A saddler shall, for the purposes of this award, be defined as any person engaged in the manufacture or repairing of saddles, bridles, harness, machine belting, military accoutrements, horse and cow covers, strappings, leggings, or any class of work that a saddler is usually employed at. All bag, portmanteau, 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 2s. 2d. per hour.

(b.) Journeywomen when employed on heavier machines than A1 shall receive not less than the wages specified in subclause (a) hereof.

(c.) All wages shall be paid weekly. One hour's notice shall be given on either side in respect of workers on hourly wages, and one week's notice on either side in respect of workers on weekly wages.

Overtime.

4. (a.) All work performed beyond the customary hours on any day shall be considered overtime, and shall be paid for at the rate of time and a half for the first four hours, and thereafter at the rate of double time: Provided that work done on Sunday, Good Friday, and Christmas Day shall be paid for at the rate of double time, and work

done on any of the other holidays mentioned in clause 8 hereof shall be paid for at the rate of time and a half.

(b.) All time lost through a worker's own default in any week shall be made up before overtime shall be paid.

Piecework.

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

Under-rate Workers.

6. (a.) Any worker who considers himself or herself 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 or her 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 or her to have his or her 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.

Female Stitchers and Machinists.

7. (a.) The following shall be the minimum weekly wage for female stitchers:—

	Per Week.		
	£	s.	d.
For the first year	0	15	0
For the second year	1	0	0
For the third year	1	5	0
For the fourth year	1	10	0
For the fifth year	1	17	6
And thereafter not less than	2	5	0

(b.) The wages herein prescribed are weekly wages, and are not subject to any deduction save for time lost through the default or illness of the worker or voluntary absence from work with the consent of the employer.

Holidays.

8. (a.) The following shall be observed and recognized holidays in all branches: New Year's Day and the day following, Anniversary Day, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day.

(b.) In places where this award applies, where the anniversary of the province and Labour Day are not generally observed by shop-keepers, other days shall be substituted in lieu of these holidays by prior arrangement between the employers and the workers in any town.

Factory Workshops.

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

Preference.

10. (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 or her 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 this 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 9d. per week, and such fines as may be lawfully imposed on him or her for non-attendance without reasonable excuse at a specially called meeting of the union, of which written notice has been given to him or her or sent to him or her by post at his or her last address as notified by him or her to the union, or for misconduct at a meeting of the union, or for being more than three months in arrear, without reasonable excuse, in his or her contributions to the union: Provided that the maximum fine shall not exceed 2s. 6d. for non-attendance at a meeting of the union or for being in arrear with his or her contributions, and £1 for misconduct at a meeting of the union.

Notification.

11. Employers shall, on written request, at intervals of not oftener than one month, supply the secretary of the union with the names of any new hands taken on during that period.

Scope of Award.

12. This award shall operate throughout the Wellington Industrial District.

Term of Award.

13. This award shall come into force on the 1st day of January, 1926, and shall continue in force until the 31st day of December, 1927.

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 21st day of December, 1925.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

This award embodies, without alteration, the recommendations of the Conciliation Council, which the parties agreed to accept.

F. V. FRAZER, Judge.
