

## NORTHERN INDUSTRIAL DISTRICT.

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### (10346.) NORTHERN INDUSTRIAL DISTRICT SADDLERS AND HARNESS AND BAG MAKERS.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and of section 5 of the Industrial Conciliation and Arbitration Amendment Act, 1932, this 30th day of November, 1932, embodies the terms of the settlement arrived at by the assessors appointed for the hearing of the industrial dispute between the Auckland Saddlers, Harnessmakers, Collarmakers, Bagmakers, and Bridle-cutters' Society Industrial Union of Workers (hereinafter called "the union") of the one part, and Messrs. W. B. Darlow, Auckland, Palmer, Collins, and Whitaker, Limited, Auckland,

and others whose names appear on the Schedule hereunto annexed and marked "A" (hereinafter called "the employers") of the other part, whereby it is mutually agreed by and between the said assessors as set out in the Schedule hereto.

#### SCHEDULE.

##### *Hours of Work.*

1. (a) The hours of work shall be forty-eight in each week; for female workers and boys under the age of sixteen the hours of work shall be forty-five in each week.

(b) On Saturday in each week the hours of work shall expire in all factories in the City of Auckland and its adjacent suburbs 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.

(d) In shops doing exclusively a retail trade, one man may be kept in charge of the shop until 12.30 p.m. on Saturday or other half-holiday.

(e) By mutual agreement between the individual employer and his workers the dinner-hour may be curtailed to not less than half an hour.

##### *Classes of Workers.*

2. (a) Four classes of workers may be employed under this agreement—viz., journeymen, apprentices, female stitchers, and machinists. Nothing in this clause shall be deemed to affect the status of improvers and/or under-rate workers, as hereinafter provided.

(b) Female stitchers in the bagmaking department may be employed to do other work in that department.

(c) A saddler shall, for the purposes of this agreement, be defined as any person engaged in the manufacture or repairing of saddles, bridles, harness, machine-beltting, military accoutrements, horse and cow covers, strapping, leggings, or any class of work that a saddler is usually employed at. All bag, portmanteau, and trunk and collar makers shall be included in this agreement.

##### *Wages.*

3. (a) Every journeyman working at any branch of the trade shall be paid not less than 1s. 10d. per hour.

(b) Apprentices after serving five years may be employed at the rate of not less than 1s. 2d. per hour for the first six months after the expiration of the apprenticeship, and at the rate of not less than 1s. 4d. per hour for the second six months.

(c) Women machinists shall be paid not less than 11d. per hour.

(d) All wages shall be paid weekly.

*Overtime.*

4. (a) All work performed beyond the daily hours usually worked in any factory shall be considered overtime, and shall be paid for at the rate of time and a quarter for the first three hours' overtime worked on any day and thereafter at the rate of time and a half.

(b) All time lost through a worker's own default 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 to be mutually agreed upon between the employers and the union, which log may, at the request of both parties, be embodied in a supplementary agreement.

*Under-rate Workers.*

6. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this agreement 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 Awards 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.

*Wages of Female Stitchers.*

7. The following shall be the minimum wage for female stitchers: For the first year, 12s. 6d. per week; for the second year, 17s. 6d.

per week ; for the third year, £1 2s. 6d. per week ; for the fourth year, £1 7s. 6d. per week ; for the fifth year, £1 12s. 6d. per week ; thereafter, £1 17s. 6d. per week.

#### *Holidays.*

8. (a) The following shall be the recognized holidays in all branches : Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Anniversary Day, and Anzac Day. If any of the above holidays falls on a Sunday the holiday shall be observed on the following day, with the exception of Anzac Day. In country towns another day may be observed in lieu of Anniversary Day.

(b) All work done on Christmas Day, Good Friday, Anzac Day, and on Sundays shall be paid for at double time rates ; all work done on any of the other holidays mentioned in subclause (a) hereof shall be paid for at the rate of time and a half.

#### *Factory Workshops.*

9. All work shall be performed in the factory workshop, 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 the employer's place of business.

#### *Scope of Agreement.*

10. This agreement shall operate throughout the Northern Industrial District.

#### *Term of Agreement.*

11. This agreement shall come into force on the ninth (9th) day of December, 1932, and shall remain in force until the eighth (8th) day of December, 1934.

In witness whereof the said assessors have executed these presents pursuant to the said section 5 of the Industrial Conciliation and Arbitration Amendment Act, 1932, the day and the year first before written.

Signed by the assessors appointed on behalf of the union—

G. H. BUNDOCK.  
G. R. GWILLIAM.  
C. E. SALTER.

Witness to signatures—Pat Hally.

Signed by the assessors appointed on behalf of the employers—

G. MILLS-PALMER.  
W. B. DARLOW.  
S. E. Wright.

Witness to signatures—Pat Hally.

## SCHEDULE "A."

- Admore, A. L. A., Ruawai.  
 Anderson, J. J., Kihikihi.  
 Ashton, E., Putaruru.  
 Auckland Bag and Brace Co., Lorne Street, Auckland.  
 Ballantine, R., Kaitaia.  
 Beattie, G., Katikati.  
 Bilkey, A. T., Buckland.  
 Birtles, E. T., Paparoa.  
 Boniface, A. C., Otahuhu.  
 Boone, P. S., Newmarket, Auckland.  
 Booth, F. C., Hannah's Building, Albert Street, Auckland.  
 Bruce, A., and Sons, Albert Street, Auckland.  
 Bruce, H., Albert Street, Auckland.  
 Buckley, R., Kaitaia.  
 Burns, John, and Co., Ltd., Customs Street, Auckland.  
 Burton, E. J., Opotiki.  
 Butler, J. E., Limited, Albert Street, Auckland.  
 Cairns and Woodward, Hobson Street, Auckland.  
 Carthy, C. J., Te Awamutu.  
 Caundle, R. J., Morseby Avenue, Waihi.  
 Conelly, S. J., Tuakau.  
 Conway, M., Whangarei.  
 Courtney and Cameron, Whangarei.  
 Crabbe, V. N., Nelson Street, Auckland.  
 Craig, J. J., Ltd., Queen Street, Auckland.  
 Chapman, F., Bagmaker, 160 Hobson Street, Auckland.  
 Dabb, W. A., Thames.  
 Danrell, A., Te Kuiti.  
 Darlow, W. B., Bagmaker, 11 Airedale Street, Auckland.  
 Davies, C., Motor-trimmer, Vincent Street, Auckland.  
 Dell, H., and Son, Pukekohe.  
 Dell, J., and Sons, Maungaturoto.  
 Dempsey, J., Dargaville.  
 Deverill, G. H., Te Aroha.  
 Dominion Saddlery Co., Newton Arcade, Auckland.  
 Durbin, O. J., 80 Albert Street, Auckland.  
 Eason, L. L., Manunui.  
 East, J. J., Patutahi.  
 Emmerson, J., Matawai.  
 Farmers' Co-operative Auctioneering Co., Ltd., Hamilton.  
 Farmers' Trading Co., Ltd., Hobson Street, Auckland.  
 Fitchett, F., Taneatua.  
 Fitzgerald, D., Tikitiki.  
 Freney, M., Collarmaker, Beresford Street, Auckland.  
 Gain, W., Tauranga.  
 Ganderton, H. L., and Co., Federal Street, Auckland.  
 Gee, A., Helensville.  
 Geissler, H., Whangarei.  
 Griffiths, E. W., Waharoa.  
 Guerin, T., Kaikohe.  
 Hammond, F., Kaukapakapa.  
 Heape, W. J., Swanson Street, Auckland.  
 Hoverd and Co., Bagmakers, Albert Street, Auckland.  
 Howell, C., Te Puke.  
 Hunter, T. A., Ruatoria.  
 James, A., Waiuku.  
 Jameson, W., Whitianga.  
 Jemison, C. H., Pukekohe.

Jones, E., Hamilton, Te Aroha, and Matamata.  
 Kidd, J., Cambridge.  
 Kingsford, C. H., Queen Street, Auckland.  
 Knight, F. C., Parnell and Newmarket, Auckland.  
 Lee, H., Chamberlain Street, Grey Lynn, Auckland.  
 Le Roy, E., Queen Street, Auckland.  
 McCarthy, W., Covermaker, 49 Eden Terrace, Auckland.  
 McConnell, J., Waiuku.  
 McCorkindale, D., Te Kuiti.  
 MacDonald, J., Collarmaker, Victoria Lane, Auckland.  
 McGee, A., Epsom, Auckland.  
 McGill, C., Federal Street, Auckland.  
 McGrevy Bros. (trading as "Krumps"), Albert Street, Auckland.  
 McLauchlan, W. F., Raglan.  
 McLeod, D., Morrinsville.  
 McMurtrie, W., Patumahoe.  
 Mackey, J., Albert Street, Auckland.  
 Macky, Logan, Caldwell, Ltd., Elliott Street, Auckland.  
 Mawer, C. E., Waipiro Bay.  
 Modern Bag Co., Queen Street, Auckland.  
 Morgan, H., Kawakawa.  
 Morley, A. R., Otorohanga.  
 Moselen, W. H., Kaeo.  
 Muscutt, H., Whakatane.  
 Nairn, G. W., Karangahape Road, Auckland.  
 N.Z. Express Co., Ltd., Fort Street, Auckland.  
 N.Z. Saddlery Co., Ltd., Hobson Street, Auckland.  
 Nicols and Payne, Albert Street, Auckland.  
 Ogg, J., Auckland.  
 O'Sullivan, D., Nelson Street, Auckland.  
 Pakes, W. T., Rotorua.  
 Palmer, B., Onehunga, Auckland.  
 Palmer, Collins, and Whitaker, Ltd., 239 Ponsonby Road, Auckland.  
 Parker, A. E., Haig Street, Frankton Junction.  
 Paterson, A., Collarmaker, Devonport, Auckland.  
 Pattison, J., Taumarunui.  
 Pegler, L. J., and Co., Albert Street, Auckland.  
 Philipps, F. R., Kohukohu.  
 Polson, D., Bagmaker, Karangahape Road, Auckland.  
 Revell, G., Te Aroha.  
 Riley, E. L., Swanson Street, Auckland.  
 Ross and Glendining, Ltd., Elliott Street, Auckland.  
 Ryan, M., Te Araroa.  
 Sails and Covers, Ltd., Gane Building, Anzac Avenue, Auckland.  
 Salt, D., Collarmaker, Birkenhead, Auckland.  
 Scott, C. F., Sandringham, Auckland.  
 Searle, E. R., Papakura.  
 Shanahan, J. J., Walton.  
 Sharpe, A. F., Bronte Street, Auckland.  
 Shilling and Ward, Wakefield Street, Auckland.  
 Speer, R., Collarmaker, Point Chevalier, Auckland.  
 Sports Manufacturing Co., Karangahape Road, Auckland.  
 Steptoe, J. M., Opotiki.  
 Taylor, A., Tauranga.  
 Taylor, J., Hamilton.  
 Titford, J. J., Puhoi.  
 Turner, R., Waihi.  
 Turney, P. J., Cambridge.  
 Vile, F. H., Te Awamutu.

Vincent, D., Paeroa.

Walker Bros., Upper Queen Street, Auckland.

White, H. L., Leather-garments Manufacturer, Karangahape Road, Auckland.

Wilkinson, A. I., Whangarei.

Williams, W. E., Waipu.

Windust, W. P., Covermaker, Manurewa.

Winstone Ltd., Queen Street, Auckland.

Wiseman, J., and Sons, Albert Street, Auckland.

Woods, A., Bagmaker, Hobson Street, Auckland.

Woods, S. E., Chancery Street, Auckland.

Wright, A. B., and Co., Ltd., Commerce Street, Auckland.

Wright, E. B., Onehunga, Auckland.

Wright, G., Kawhia.

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