

(10589.) CANTERBURY SADDLERS, HARNESS-MAKERS, COLLAR-MAKERS, AND BAG-MAKERS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

Army Surplus Stores, High and Lichfield Streets, Christchurch  
 Anderson, W., Rangiora  
 Baldock, J. H., Colombo Street, Christchurch  
 Ball, G., Montreal Street, Christchurch  
 Braisher, F. J., Saddler, Kaiapoi  
 Burn, W., Tuam Street, Christchurch  
 Canterbury Farmers' Co-operative Association, Timaru, Geraldine, and Waimate  
 Clarke, J., Lincoln Road, Christchurch  
 Clausen, F., Leeston  
 Debenham, F., Oxford  
 Dierck, C., Cheviot  
 Dierck, H. C., Akaroa  
 Edmonds, L., Kaiapoi  
 Frew Bros., Amberley  
 Gilmour and Co., Southbridge  
 Harnett, E., Glentunnel  
 Heywood, J. M., and Co., Manchester Street, Christchurch  
 Hockley, W. P., Hinds  
 Hoskins, G., Kirwee  
 Johnson and Couzins, Cashel Street, Christchurch  
 Kent, J. R., and Co., Manchester Street, Christchurch  
 Kingsford, F., Victoria Street, Christchurch  
 Lovell, F., Rangiora  
 Mason, Struthers, and Co., Ltd., Colombo Street, Christchurch  
 McGowan, R., and Co., Culverden  
 McKenzie, J. H., Papanui, Christchurch  
 New Zealand Farmers' Co-operative Association, Christchurch, Ashburton, Rangiora, and Oxford  
 New Zealand Glove Co., Ltd., Manchester Street, Christchurch  
 Parish, J., Tuam Street, Christchurch  
 Patching, W., Ashburton  
 Patching, C., Ashburton  
 Petersen, J., Darfield  
 Robinson, A., Kaikoura  
 Rome, G., 111 Grafton Street, Christchurch  
 Ronaldson, W., Leeston  
 Russell, J., Ashburton  
 Sollit and Salkeld, Tuam Street, Christchurch  
 Triggs and Denton, Manchester Street, Christchurch  
 Trist and Small, Ltd., Cashel Street, Christchurch  
 Truscott, F., Durham Street, Christchurch  
 Tucker, R., Waikari  
 Ward, H., and Co., Manchester Street, Christchurch  
 Wedd, F., High Street, Christchurch  
 Weston Bros., Hereford Street, Christchurch

White, L., Victoria Street, Christchurch  
 Wiggins, W., Ltd., Hereford Street, Christchurch  
 Williams, C., Methven  
 Woolston Tanneries, Ltd., Hereford Street, Christchurch

and

the Christchurch Saddle, Harness, and Collar Makers' Industrial Union of Workers, Trades Hall, Christchurch (hereinafter called "the union").

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 as hereinafter provided, and shall continue in force until the 31st day of August, 1934, and thereafter as provided by subsection (1) (d) of section 89 of the Industrial Conciliation and Arbitration Act, 1925.

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 14th day of March, 1934.

[L.S.]

F. V. FRAZER, Judge.

## SCHEDULE.

*Hours of Work.*

1. The hours of work shall not exceed forty-six and a half hours per week, and subject to the provisions of the Factories Act, 1921-22, shall cease not later than 1 p.m. on one day of the week, which shall be either Saturday or the day of the local half-holiday.

*Classes of Worker.*

2. (a) The following classes of worker shall be recognized : Journeymen (which expression shall include journeymen and journeywomen), youths, female stitchers, and female machinists. Female stitchers shall be employed only in the bridle-cutting, bagmaking, and saddle-making branches, and female machinists only in the bagmaking and legging branches. Female stitchers or female machinists may be employed to paste the strawboard for portmanteau and gladstone bags.

(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-belted, military accoutrements, horse and cow covers, reaper canvasses, threshing-machine feeders, strappings, leggings, or any class of leather work that a saddler is usually employed at.

All bag, portmanteau, trunk, and collar makers shall be included in this award.

*Wages.*

3. The minimum rate of wages for journeymen shall be not less than 1s. 9d. per hour.

*Piecework.*

4. Piecework, if worked, shall be in accordance with the provisions of section 11 of the Industrial Conciliation and Arbitration Amendment Act, 1932.

*Overtime.*

5. (a) All work performed outside the hours mentioned in clause 1 hereof shall be considered as overtime, and shall be paid for at the rate of time and a quarter for the first three hours and time and a half thereafter : Provided that work done on Sundays or any of the holidays mentioned in clause 9 hereof shall be paid for at the rate of time and a half.

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

*Youths.*

6. (a) Youths may be employed at not less than the following rates of wages :—

				Per Week.		
				£	s.	d.
First year	..	..	..	0	15	0
Second year	..	..	..	1	2	6
Third year	..	..	..	1	10	0
Fourth year	..	..	..	1	17	6
Fifth year	..	..	..	2	5	0

And thereafter the rate provided for journeymen.

(b) Not more than one youth shall be employed for every fully paid journeyman.

(c) Youths engaged specially for and employed substantially at covermaking shall be paid 25 per cent. above the rates set out in clause 6, subclause (a) hereof ; and a youth so employed, if discharged at the end of the covermaking season, shall receive from his employer a certificate showing the time worked, and when subsequently engaged for covermaking he shall be paid the rate he would have received if his employment had been continuous.

*Female Stitchers and Machinists.*

7. (a) Female stitchers and machinists shall be paid not less than the following weekly rates of wages :—

				Per Week.		
				£	s.	d.
For the first six months	..	..	..	0	10	0
For the second six months	..	..	..	0	12	6
For the third six months	..	..	..	0	15	0
For the fourth six months	..	..	..	0	17	6
For the third year	..	..	..	1	2	6
For the fourth year	..	..	..	1	10	0
And thereafter	..	..	..	2	0	0

(b) Females employed machining horse and cow covers shall be paid at the rate provided for journeymen.

*Under-rate Workers.*

8. (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 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.

#### *Holidays.*

9. The following shall be the recognized holidays; and in the case of weekly workers there shall be no deduction from wages for such holidays: New Year's Day, Good Friday, Easter Monday, Sovereign's Birthday, Labour Day, Christmas Day, and Boxing Day.

#### *Scope of Award.*

10. This award shall operate throughout the Canterbury Industrial District.

#### *Term of Award.*

11. This award, in so far as it relates to wages, shall be deemed to have come into force on the 1st day of September, 1933, and so far as all the other conditions of this award are concerned it shall come into force on the day of the date hereof; and this award shall continue in force until the 31st day of August, 1934.

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 14th day of March, 1934.

[L.S.]

F. V. FRAZER, Judge.

#### MEMORANDUM.

The only matter referred to the Court related to under-rate workers. In other respects the award embodies the recommendations of the Conciliation Council, which the parties agreed to accept.

F. V. FRAZER, Judge.