

CANTERBURY INDUSTRIAL DISTRICT.

(10871.) 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 Christchurch Saddle, Harness, and Collar Makers' Industrial Union of Workers (hereinafter called "the union") and 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., Kaiapoi
 Burn, W., Tuam Street, Christchurch
 Canterbury Farmers' Co-operative Association, Ltd., Timaru,
 Geraldine, Waimate, Temuka, and Fairlie
 Clarke, J., Lincoln Road, Christchurch
 Clausen, F., Leeston
 Debenham, F., Oxford
 Dierck, C., Cheviot
 Dierck, H. C., Akaroa
 Edmonds, L., Kaiapoi
 Frew Bros., Amberley and Culverden
 Gilmour and Co., Southbridge
 Harnett, E., Glentunnel
 Heywood, J. M., and Co., Ltd., Manchester Street, Christchurch
 Hockley, W. P., Hinds
 Hoskins, G., Kirwee.
 Johnson and Couzins, Ltd., 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
 McKenzie, J. H., Papanui
 New Zealand Farmer's Co-operative Association of Canterbury,
 Ltd., Christchurch, Ashburton, Rangiora, and Oxford
 New Zealand Glove Co., Ltd., Hereford 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
 Sollitt and Salkeld, Tuam Street, Christchurch
 Triggs and Denton, Ltd., Colombo 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., Ltd., Hereford Street, Christchurch
 White, L., Victoria Street, Christchurch
 Wiggins, W., Ltd., Hereford Street, Christchurch
 Williams, C., Methven
 Woolston Tanneries, Ltd., Hereford Street, Christchurch

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 December, 1936, 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 1st day of October, 1935.

[L.S.]

E. PAGE, Judge.

SCHEDULE.

PART I.—SADDLERY AND COVER-MAKING SECTION.

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.

Wages.

2. Journeymen shall be paid not less than 1s. 10d. per hour.

Youths.

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

Female Workers.

4. (a) The minimum rates of wages payable to female workers shall be—

			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.

Scope of Section.

5. Part I of this award shall apply to all workers engaged in the manufacturing of or repairing of saddles, bridles, harness,

collars, machine-belting, military accoutrements, horse and cow covers, reaper canvasses, threshing-machine feeders, strapping, leggings, and other work of a like nature.

PART II.—BAG-MAKING SECTION.

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.

Wages.

2. Journeymen shall be paid not less than 1s. 10d. per hour.

Youths.

3. (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

Thereafter the rate provided for journeymen.

(b) The proportion of youths to journeymen shall not exceed one youth to each journeyman employed.

Female Workers.

4. The minimum rates of wages payable to female workers shall be—

			Per Week.		
			£	s.	d.
First six months	..	..	0	10	0
Second six months	..	..	0	12	6
Third six months	..	..	0	15	0
Fourth six months	..	..	0	17	6
Third year	..	..	1	0	0
Fourth year	..	..	1	5	0
Fifth year	..	..	1	10	0
Thereafter	..	..	2	0	0

Scope of Section.

5. This section shall apply to all workers engaged in the manufacturing of or repairing of suit and attache cases, trunks,

hat-boxes, kit and brief bags, zip bags, footballs, golf-bags, school-bags, and the like, ladies' handbags, strappings (other than dog collars), fancy and general leather goods.

PART III.—GENERAL CONDITIONS APPLYING TO WORKERS COVERED BY BOTH PART I AND PART II OF THIS AWARD.

Overtime.

1. (a) All work performed outside the hours prescribed hereinbefore shall be considered 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, Christmas Day, Good Friday, Anzac Day, shall be paid for at the rate of double time, and work done on any of the other holidays prescribed in the next succeeding clause shall be paid for at the rate of time and a half.

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

Holidays.

2. 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.

Piecework.

3. Piecework, if worked, shall be paid in accordance with the provisions of section 11 of the Industrial Conciliation and Arbitration Amendment Act, 1932: Provided that no worker shall thereby receive less than the minimum rates of wages provided in this award.

Deductions from Wages.

4. An employer shall be entitled to make a rateable deduction from the weekly wages of any worker for any time lost by him or her through sickness, accident, or default, or on account of the temporary closing of the factory for cleaning or repairing of machinery.

Disputes Committee.

5. The essence of this award being that the work of the employers shall always proceed as if no dispute had arisen, it is provided that if any dispute or difference shall arise between the parties bound by this award or any of them, as to any matter whatever arising out of or connected therewith, and not specifically dealt with in this award, every such dispute or

difference as the same shall arise shall be referred to a committee to be composed of two representatives of the union and two representatives of the employers, for their decision. The decision of the majority of the committee shall be binding, and if no decision is arrived at either party may appeal to the Court of Arbitration upon giving written notice of such appeal to the other party within fourteen days after the failure of the Disputes Committee to arrive at a decision, or the Disputes Committee may itself refer the matter to the Court of Arbitration for decision.

Under-rate Workers.

6. (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.

Preference.

7. (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 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 for non-attendance without reasonable excuse at a specially called meeting of the union, of which written notice has been given to him or sent to him by post at his last address as notified by him 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 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 contributions, and £1 for misconduct at a meeting of the union.

Scope of Award.

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

Term of Award.

9. This award, in so far as it relates to wages, shall be deemed to have come into force on the 2nd day of August, 1935, 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 December, 1936.

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 1st day of October, 1935.

[L.S.]

E. PAGE, 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.

E. PAGE, Judge.