

(11169.) J. EDWARDS AND SONS, LTD., AUCKLAND **WOOD-HEEL AND LAST-MAKING EMPLOYEES.**—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made this 20th day of August, 1936, in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, between the Auckland Operative Bootmakers Industrial Union of Workers and J. Edwards and Sons, Ltd., Saddle-tree and Wood-heel Manufacturers, 31 Union Street, Auckland, C. 1, witnesseth as follows:—

1. Preference.

(a) It shall be the duty of the employer before engaging workers to ensure that such workers shall be financial members of the union, this proviso shall also apply to those non-union workers already employed.

(b) Upon receipt of notification from the union that any worker is unfinancial, the employer shall thereupon inform such worker that he or she must become a financial member of the union within seven days. Failure to take such action by the employer and the worker shall constitute a breach of this agreement, and such worker shall be dismissed at the expiry of such seven days.

2. Wages.

(a) The rate of wages to be paid male employees from the date of this agreement are as set out in the following schedule:—

Males (other than junior workers), £4 3s. per week.

Junior workers:—

—	Up to Six-	Seventeen	Eighteen	Nineteen	Thereafter.
	teen Years of Age.	Years of Age.	Years of Age.	Years of Age.	
	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.
First six months ..	15/-	19/-	27/-	35/-	..
Second six months ..	19/-	23/-	31/-	39/-	..
Third six months ..	23/-	27/-	35/-	43/-	..
Fourth six months ..	27/-	31/-	43/-	55/-	83/-
Fifth six months ..	31/-	35/-	55/-	..	83/-
Sixth six months ..	35/-	43/-	65/-	..	83/-
Seventh six months ..	39/-	55/-	..	..	83/-
Eighth six months ..	43/-	65/-	75/-	..	83/-
Ninth six months ..	55/-	75/-	..	..	83/-
Tenth six months ..	75/-	..	..	..	83/-

Females:—

(b) The rate of wages to be paid female employees from the date of this agreement are as set out in the following schedule:—

Female engaged in any part of the manufacture of wood lasts, or any of the following operations in the manufacture of wood-heels—i.e., sawing, shaping, or slugging ..	Per Week.	£	s.	d.
Other females with five years' experience ..	2 10 0	2	10	0
Female employees (other than adults)—				
First six months	0 15 0	0	15	0
Second six months	0 19 0	0	19	0
Third six months	1 3 0	1	3	0
Fourth six months	1 7 0	1	7	0
Fifth six months	1 11 0	1	11	0
Sixth six months	1 15 0	1	15	0
Seventh six months	2 0 0	2	0	0
Eighth six months	2 4 0	2	4	0
Ninth six months	2 8 0	2	8	0
Tenth six months	2 10 0	2	10	0

(c) The wages as set out in the foregoing schedule are subject to adjustment to the basic rates as laid down by the Arbitration Court for workers of five years' experience (which ever is the greater), and the terms of clause (c) shall operate from the date of the judgment of the Court, when such is determined.

3. *Hours of Work.*

Forty hours shall constitute a week's work (as from the 1st day of September, 1936), and shall be worked on five days of the week, between the hours of 7.30 a.m. and 5 p.m. No work shall be performed on Saturday.

4. *Overtime.*

All time worked in excess of the hours specified in clause 3 hereof shall be paid for at the rate of time and a half for the first two hours, and thereafter double time.

5. *Holidays.*

The following holidays shall be observed without deduction of wages: Christmas Day, Boxing Day, Good Friday, Easter Monday, Labour Day, New Year's Day, the birthday of the reigning Sovereign, and the union annual picnic day (if observed), and all work performed on Sundays or on any one of the recognized public holidays shall be paid for at the rate of double time.

6. *Payment of Wages.*

Wages shall be paid on or before Thursday in each week, and within fifteen minutes before the close of the day.

7. *Seats.*

Where it is necessary for employees to sit at their work, seats shall be provided by the employer. Such seats to be reasonably comfortable.

8. *Under-rate Workers.*

(a) Any worker who through old age or permanent disability is incapable of earning the minimum rates fixed by this agreement may be paid such lower rates as may from time to time be fixed on the application of the worker to the secretary of the union.

(b) Upon receipt of such an application, the secretary of the union shall confer with the employer with a view to fixing such lower rates, and, in the event of no agreement, the Inspector of Awards shall act as umpire, and the decision shall be final. Such permit to work at lower rates shall be for a period not exceeding six months.

9. *Control of Workshop.*

The employer is entitled to the fullest control over the management of the workshop, and to make such regulations (within the provision of the statute) as he deems necessary for time-keeping and good order. Any official of the union authorized in writing by the union shall have the right to enter the workshop for the purpose of interview, collecting union dues, posting notices, or other matters relating to the industry.

10. *Materials.*

The employer shall find all materials used in connection with the industry, and all work shall be performed in the factory workshop.

11. *Foreman.*

The employer shall be entitled to one factory foreman, who shall not be eligible for membership of the union.

12. *Copy of Agreement.*

A copy of the agreement shall be posted in a place accessible to the workers at all times.

13. *Termination of Employment.*

Twenty-four hours' notice of the termination of employment shall be given by the employer to the worker and by the worker to the employer.

14. *Scope of Agreement.*

Northern Industrial District.

15. *Term of Agreement.*

The term of the agreement is for twelve months.

In witness whereof the common seals of the employer and the union have hereunto been affixed the day and the year first written above.

For and on behalf of—

J. Edwards & Sons, Ltd.:

[L.S.]

HEWITT EDWARDS, Director.

Signed on behalf of—

Auckland Operative Bootmakers Industrial
Union of Workers:

[L.S.]

C. A. WATTS, Secretary.