

(11217.) WELLINGTON INDUSTRIAL DISTRICT **SADDLERS, HARNESS-MAKERS, COLLAR-MAKERS, AND BAG-MAKERS.**—AWARD.

In the Court of Arbitration of New Zealand, Wellington 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 ”) :—

- Beer, H. A., Saddler, Waverley
- Bishop, W. A., Saddler, Marton
- Blom, J. A., Saddler, Waipukurau
- Boagey, J. J., Saddler, Pahiatua
- Bowater, H., Saddler, Raetihi
- Bullard, W., Saddler, Foxton
- Burt, A., Saddler, Featherston
- Butler, J. E., Ltd., Wellington
- Bywater and Son, B., Guyton Street, Wanganui
- Cross, C. O., Bag-maker, Lower Hutt
- Donald, Albert, Saddler, Queen Street, Masterton
- Dudson, J. A., Saddler, Carterton
- Elliott and Co., J., Saddlers, Masterton
- Evans, J. E., Lambton Quay, Wellington
- Fraser, B. A., Saddler, Taihape
- Greathead, H. E., Saddler, Eketahuna
- Gundrie, W. F., Saddler, Martinborough
- Guthrie, H. E., Saddler, Feilding
- Hawke's Bay Farmers, Ltd., Waipukurau
- Jowett, A. K., Saddler, Upper Hutt, Wellington

Knoblock, John W., Saddler, Waipawa
 Land and Highway and Co., Heretaunga Street, Hastings
 Land, J. S., Ltd., Bag and Trunk Maker, Willis Street, Wellington
 McDermott, E. C., Saddler, Hastings
 McDonald, D. R., Saddler, Levin
 McKearney, H., Saddler, Dannevirke
 Mojr, T., Saddler, Dannevirke
 Nash, W. H., Cuba Street, Wellington
 Neagle, David, Saddler, Taihape
 Osbornes' Ltd., 68 Willis Street, Wellington
 Peters, W., Saddler, Palmerston North
 Petherick, F., Saddler, Hunterville
 Reid, F. G., Ltd., Saddlers, Petone, Wellington
 Savage, H., Saddler, Lambton Quay, Wellington
 Sparksman, E., Saddler, Eketahuna
 Stockwell, R. P., Saddler, Ridgway Street, Wanganui
 Usher, W., 12 Holland Street, Wellington
 Walker, A., 80 Kilbirnie Crescent, Wellington
 Wiggins, W., Ltd., Saddlers, The Terrace, Wellington
 Williams, C. H., Saddler, Taradale, Napier
 Wycherley, H. S., Saddler, 43 George Street, Palmerston North
 Young and Collins, Ltd., Saddlers, Wanganui

and

The Wellington Saddlers, Harness-makers, Collar-makers, Bridle-makers, Leather-bag Makers, and Canvas-workers' Industrial Union of Workers (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 from the 9th day of November, 1936, and shall continue in force until the 9th day of November, 1938, 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 4th day of November, 1936.

[L.S.]

E. PAGE, Judge.

SCHEDULE.

Hours of Work.

1. (a) Forty (40) hours shall constitute a week's work, to be worked between 8 a.m. and 5 p.m. on five days of the week, and between 8 a.m. and 12 noon on the day of the half-holiday.

(b) Not less than forty-five minutes shall be allowed for the mid-day meal.

Wages.

2. The following shall be the minimum rates of wages :—

(a) Journeymen shall be paid at the rate of 2s. 7½d. per hour.

(b) A journeyman is a male worker who has served five years at the work covered by this award.

Youths.

3. Youths may be employed at not less than the following rates of wages :—

| | Per Week. | | |
|--------------------------------------|-----------|----|----|
| | £ | s. | d. |
| First six months of service | 0 | 15 | 0 |
| Second six months of service | 0 | 19 | 0 |
| Third six months of service | 1 | 3 | 0 |
| Fourth six months of service | 1 | 7 | 0 |
| Fifth six months of service | 1 | 11 | 0 |
| Sixth six months of service | 1 | 15 | 0 |
| Fourth year of service | 2 | 2 | 6 |
| Fifth year of service | 2 | 12 | 6 |
| Thereafter journeymen's rates. | | | |

Female Workers.

4. Females may be employed at not less than the following rates of wages :—

| | | Per Week. | | |
|-------------------------------|-------|-----------|----|----|
| | | £ | s. | d. |
| First six months of service.. | .. | 0 | 15 | 0 |
| Second six months of service | .. | 0 | 19 | 0 |
| Third six months of service | .. | 1 | 3 | 0 |
| Fourth six months of service | .. | 1 | 7 | 0 |
| Fifth six months of service | .. | 1 | 11 | 0 |
| Sixth six months of service | .. | 1 | 15 | 0 |
| Fourth year | | 2 | 0 | 0 |
| Thereafter | | 2 | 5 | 0 |

Proportion.

5. (a) The proportion of youths and junior female workers shall not exceed one junior female worker or youth to each fully paid worker.

(b) For the purpose of the preceding subclause, apprentices employed under the provisions of the Apprentices Act shall be counted as youths, and employers working at the trade shall be counted as journeymen.

Overtime.

6. All work performed beyond the usual daily hours shall be considered overtime, and shall be paid for at the rate of time and a half, with a minimum payment of 1s. 6d. per hour.

Holidays.

7. (a) The following holidays shall be allowed without deduction from wages : A whole holiday on every Christmas Day, Boxing Day, New Year's Day, 2nd January, Anniversary Day, Easter Monday, Good Friday, Anzac Day, Labour Day, and Birthday of the Reigning Sovereign.

(b) Time worked on any of the above-named holidays or on Sundays shall be paid for at twice the ordinary rate.

(c) Payment of wages for the said holidays shall be made to all persons who have been employed in the factory :—

- (i) In the case of Christmas Day, Boxing Day, New Year's Day, Good Friday, or Easter Monday, at any time during the fortnight ending on the day on which the holiday occurs ;
- (ii) In the case of any other whole holiday for at least four days during the week ending on the day on which the holiday occurs.

(d) Weekly workers shall, on completion of each continuous year of service, be entitled to the days between Boxing Day and New Year's Day as holidays on full pay.

(e) Any weekly worker who cannot be spared during the period above mentioned shall be given equivalent time off at a date to be mutually arranged between the employer and the worker.

Deductions from Wages.

8. An employer shall be entitled to make a rateable deduction from the 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 the machinery.

Termination of Employment.

9. (a) In the case of a worker on an hourly wage, one hour's notice of the termination of the employment shall be given by the employer to the worker, or by the worker to the employer, as the case may be.

(b) In the case of workers on a weekly wage, one week's notice of the termination of the employment shall be given by the employer to the worker, or the worker to the employer, as the case may be.

(c) Nothing in this clause shall prevent the summary dismissal of a worker for misconduct or other good cause.

Piecework.

10. (a) Piecework may be worked by mutual agreement between the worker and the employer: Provided that not less than the minimum rates of wages prescribed in this award are paid.

(b) On request, the union shall be given details of any piecework arrangement made under this clause.

Disputes.

11. 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.

12. (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 arguments 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.

Workers to be Members of Union.

13. (a) It shall not be lawful for any employer bound by this award to employ or to continue to employ in the industry to which this award relates any adult person who is not for the time being a member of an industrial union of workers bound by this award or who is not for the time being a member of a trade-union which was registered as such before the 1st day of May, 1936, and which is bound by this award :

Provided, however, that any non-unionist may be continued in employment by an employer bound by this award during any time while there is no member of a union bound by this award who is available to perform the particular work required to be done and is ready and willing to undertake it.

(b) For the purposes of subclause (a) of this clause a person of the age of eighteen years or upwards and every other person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this award for workers of the age of twenty-one years and upwards shall be deemed to be an adult.

(NOTE.—Attention is drawn to subsection (4) of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, which gives to workers the right to join the union.)

Union Officials' Right of Entry.

14. The secretary or other authorized officer of the union of workers shall, with the consent of the employer (which consent shall not be unreasonably withheld), be entitled to enter at all reasonable times upon the premises or works, and there interview any workers, but not so as to interfere unreasonably with the employer's business.

Scope of Award.

15. This award shall operate throughout the Wellington Industrial District and shall apply to all workers engaged in the repair and manufacture of saddles, bridles, harness, collars, machine-beltting, military accoutrements, horse and cow covers, strappings, leggings, covers for lorries and motor-cars, carts, and rick covers, and the manufacture or repair of suit and attache cases, trunks, hat-boxes, kit and brief bags, zip bags, footballs, golf-bags, school-bags, and the like, ladies' handbags, fancy and general leather goods.

Term of Award.

16. This award shall come into force on the 9th day of November, 1936, and shall continue in force until the 9th day of November, 1938.

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 4th day of November, 1936.

[L.S.]

E. PAGE, Judge.

MEMORANDUM.

The only matters referred to the Court related to under-rate workers, membership of union, and right of entry to premises. In other respects the award embodies the recommendations arrived at by the assessors in Conciliation Council.

E. PAGE, Judge.