

(11014.) NORTHERN INDUSTRIAL DISTRICT BAG-MAKERS.—
AWARD.

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the Auckland Saddlers, Harness-makers, Collar-makers, Bag-makers, and Bridle-cutters' Society Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Auckland Bag and Brace Co., Lorne Street, Auckland,
C. 1.

Auckland Leather Goods Co., Upper Queen Street,
Auckland, C. 1.

Burns, J. W., 1 Dedwood Terrace, Ponsonby, Auckland,
W. 1.

Chapman, F., Newton, Auckland, C. 2.

Darlow, W. B., 11 Airedale Street, Auckland, C. 1.

Heape, W. J., Swanson Street, Auckland, C. 1.

Hoverd and Co., Bag-makers, Albert Street, Auckland,
C. 1.

Lediard, J. T., 349 Queen Street, Auckland, C. 1.

Palmer, Collins, and Whitaker, 239 Ponsonby Road,
Auckland, W. 1.

Page, L. E., Karangahape Road, Auckland, C. 2.

Polson, D., Bag-maker, Karangahape Road, Auckland,
C. 2.

Riley, E. L., Swanson Street, Auckland, C. 1.

Shilling, S., 21 Wanganui Avenue, Ponsonby, Auckland,
W. 1.

Spencer and Pointon, Bag-makers, Whitehall Buildings,
Upper Queen Street, Auckland, C. 1.

Wiseman, J., and Sons, Ltd., 117 Albert Street, Auckland,
C. 1.

Woods, A., Hobson Street, Auckland, C. 1.

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 26th day of March, 1937, 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 31st day of March, 1936.

[L.S.]

E. PAGE, Judge.

SCHEDULE.

Workers covered by Award.

1. (a) This award shall apply to all workers engaged in the manufacture 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, fancy and general leather goods.

(b) Nothing in this award shall apply to workers engaged in the manufacture of or repairing of saddles, bridles, harness, collars, machine-beltting, military accoutrements, horse and cow covers, strapping, leggings, and other work of a like nature.

Hours of Work.

2. The ordinary hours of work shall not exceed forty-four hours in any one week.

Wages of Journeymen.

3. All male workers, other than apprentices, improvers, under-rate workers, and youths employed under clause 5 hereof, shall be deemed to be journeymen and shall be paid a minimum wage of 2s. per hour.

Improvers.

4. (a) An apprentice having completed his term of apprenticeship may be employed as an improver for one year after the expiration of the period of his apprenticeship either by the employer with whom he has been apprenticed or by any other employer at not less than 1s. 6d. per hour for the first six months and 1s. 8d. per hour for the next six months.

(b) A youth having been employed under clause 5 may, on completion of five years' service or on attaining the age of twenty-one years, be employed as an improver either by the same employer or by any other employer at not less than 1s. 6d. per hour for the first six months and 1s. 8d. per hour for the next six months.

Youths.

5. (a) Youths—viz., male workers under twenty-one years of age—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

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

(c) For the purposes of the preceding subclause apprentices employed under the provisions of the Apprentices Act, 1923, shall be counted as youths, and employers working at the trade shall be counted as journeymen.

Female Workers.

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

	Per Week.		
	£	s.	d.
During the first six months of service..	0	12	6
During the second six months of service	0	15	0
During the third six months of service..	0	17	6
During the fourth six months of service	1	0	0
During the third year of service ..	1	5	0
During the fourth year of service ..	1	10	0
During the fifth year of service ..	1	15	0
Thereafter	2	2	0

Overtime.

7. (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, provided that the overtime rate shall not be less than 9d. per hour.

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

(c) All work done on Sunday, Christmas Day, Good Friday, or Anzac Day shall be paid for at double time rates. All work done on Boxing Day, New Year's Day, Easter Monday, Sovereign's Birthday, Labour Day, or Anniversary Day shall be paid for at the rate of time and a half. In country towns another day may be observed in lieu of Anniversary Day.

Holidays.

8. All the provisions of the Factories Act relating to holidays shall apply. Particular attention is drawn to the following provisions:—

(i) An employer shall allow to every boy under eighteen years of age and every woman the following holidays: Christmas Day, New Year's Day, Good Friday, Easter Monday, Labour Day, and the Sovereign's Birthday, and every such worker who has worked in the factory for at least twenty days during the four weeks next preceding any of such holidays shall be paid for such holiday.

(ii) If the factory is closed for a holiday on any day other than the days mentioned in the previous paragraph, every boy under eighteen years of age and every female worker under twenty-one years of age who has worked in the factory for at least twenty days during the four weeks next preceding such day shall be paid for such holiday.

Deductions from Weekly Wages.

9. (a) 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 the machinery.

(b) In addition to the deductions provided for in the preceding subclause an employer shall be entitled to make a rateable deduction from the wages of any male worker sixteen years of age or over or any female worker eighteen years of age or over for any time lost by reason of shortage of work, or on account of the closing of the factory or any part of it for stocktaking, or for cleaning, repairing, or altering the premises, or for the annual factory holidays, or for any other purpose, except as otherwise provided in clause 8 hereof.

Termination of Engagement.

10. (a) In the case of workers on an hourly wage one hour's notice of the termination of the employment shall be given by either party.

(b) In the case of workers on a weekly wage twenty-four hours' notice of the termination of the employment shall be given by either party.

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

Piecework.

11. Piecework may be worked in accordance with the Industrial Conciliation and Arbitration Amendment Act, 1932.

Disputes Committee.

12. 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 a 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.

13. (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.

14. (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 1s. 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.

15. This award shall operate throughout the Northern Industrial District.

Term of Award.

16. This award, in so far as it relates to wages, shall be deemed to have come into force on the 27th day of March, 1936, 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 26th day of March, 1937.

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 31st day of March, 1936.

[L.S.]

—
E. PAGE, Judge.

MEMORANDUM.

The only matter referred to the Court related to under-rate workers. The Court has included its usual preference clause in the award. In other respects the award embodies, with minor alterations, the recommendations arrived at by the assessors in Conciliation Council.

E. PAGE, Judge.