

(11252.) NORTHERN INDUSTRIAL DISTRICT **BOOT-REPAIRERS.**—
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 New Zealand Federated Footwear Trades Industrial Association of Workers (hereinafter called “the union”) and the undermentioned persons, firms, and companies (hereinafter called “the employers”):—

- Adams, C., 602 Dominion Road, S. 2.
- Adams, care of James, 216 Pacific Buildings, Auckland, C. 1.
- Akast, H., Willow Street, Auckland, C. 1.
- Andrews, G., 71 Parnell Road, Auckland, C. 4.
- Anger, C., Victoria Street West, C. 1.
- Armstrong, Mrs. E., 181 New North Road, Auckland, C. 3.
- Atkinson, T., 65 Richmond Avenue, Grey Lynn, W. 2.
- Bainler, J. W., Hauraki Street, Birkenhead, N. 5.
- Baker, V., 670 Manakau Road, S.E. 3.
- Balmoral Shoe Co., 541 Dominion Road, S. 2.
- Barber, E. B., 12A Victoria Street, Auckland, C. 1.
- Barker, R., 87 Shortland Street, Auckland, C. 1.
- Barnard, H., Kitchener Road, Milford, N. 2.
- Barton, F., St. Heliers Bay, E. 1.
- Belcher, J. W., 195 Symonds Street Auckland, C. 3.
- Blackey, B. C., 788 Manakau Road, Royal Oak, S.E. 3.
- Brandon, W., 196B Parnell Road, S.E. 1.
- Bromley, C., 9 Point Chevalier Road, W. 3.
- Bull, B. J., Anzac Avenue, Auckland, C. 1.

- Burrows, F. W., Station Road, Henderson.
 Campbell, D. A., and Co., 16 High Street, Auckland, C. 1.
 Campbell, W. J., Civic Buildings, Queen Street, Auckland, C. 1.
 Challinor, R., 21 Swanson Street, Auckland, C. 1.
 Chambers, E., 427 New North Road, S.W. 1.
 Chambers, H., and Son, 478 Karangahape Road, C. 2.
 Chambers, H. A., 421 Mount Eden Road, S. 1.
 Christopher, C., 96 Jervois Road, Ponsonby, W. 1.
 Churches, E., 75 Main Highway, Ellerslie, S.E. 6.
 Clark, C. A., Queen Street, Northcote, W. 4.
 Clark, T., 332A Ponsonby Road, W. 1.
 Clark, T., 3-7 Queen's Arcade, Auckland, C. 1.
 Clarke, J. F., 382 New North Road, S.W. 1.
 Clough, H., 545 Mount Eden Road, S. 1.
 Coe, F., 455 Karangahape Road, C. 2.
 Coldicutt, A. G., 178 Queen Street, Onehunga, S.E. 5.
 Colgan, J. W., 210A Great South Road, S.E. 4.
 Conway, S., Jervois Road, Ponsonby, W. 1.
 Court, G., and Sons, 224-244 Karangahape Road, C. 2.
 Court, John, 204-212 Queen Street, Auckland, C. 1.
 Coyle, B., 93 Great South Road, S.E. 3.
 Craig, R., 94 Ponsonby Road, C. 2.
 Crocker, B., 334 Queen Street, Auckland, C. 1.
 Crocker, F., 318 Karangahape Road, Newton, C. 2.
 Dadley's Ltd., 200 Queen Street, Auckland, C. 1.
 Davenport, H., 270 Ponsonby Road, W. 1.
 Dennis, E., Vulcan Lane, Auckland, C. 1.
 Derby, W. H., 188 Great South Road, S.E. 4.
 Dodd, R. A., 157 Trafalgar Street, Onehunga, S.E. 5.
 Donald, A. M., 633 New North Road, S.W. 2.
 Donaldson, S., 265 Khyber Pass Road, S.E. 2.
 Edwards, J. R., 75 New North Road, C. 3.
 Embling, J., 756 Dominion Road, S. 2.
 Eyles, A. L., New Lynn, S.W. 4.
 Fairbrother, E., Church Street, Devonport, N. 1.
 Farner, H. A., 61 Lake Road, Takapuna, N. 2.
 FATHERANSON SHOE CO., Rew's Buildings, 15 Queen Street, C. 1.
 Faulkner, A., 76 Quay Street, Auckland, C. 1.
 Fernandez, J. A., 255 Symonds Street, Auckland, C. 3.
 Findlay, J., 84 Blockhouse Bay Road, S.W. 3.
 Forders Ltd., Otahuhu, S.E. 7.
 Fordyce, J., 889 Mount Eden Road, S. 1.
 Forieich, F., 1866 Great North Road, Auckland.
 French, W., 285A Great South Road, S.E. 4.
 Gavin, J., 112 Newton Road, Auckland, C. 2.
 Gebbie, H., 305 Great North Road, Grey Lynn, W. 2.
 Gemmell, W. A., 263 Karangahape Road, C. 2.
 Giles, P., 168 Hobson Street, Auckland, C. 1.
 Gisby, T., 583 Manakau Road, S.E. 3.
 Goodwill and Hemus, opposite Symonds Street Post-office, C. 3.
 Goodyer, G., 162 Ponsonby Road, W. 1.
 Green, A., 164 Broadway, Newmarket, S.E. 1.
 Grey, E., corner of Franklin Road and England Street, C. 1.
 Gugich, W. J., 319 Great North Road, Grey Lynn, W. 2.
 Gulley, J. R., 87 Victoria Road, Devonport, N. 1.
 Halley, A. M., 237 New North Road, C. 3.
 Hannah, R., and Co., Ltd., 197 Queen Street, Auckland, C. 1.
 Hannah, R., and Co., Ltd., 290-294 Karangahape Road, Newton, C. 2.
 Hardy, G., and Co., Yelverton Terrace, Auckland, C. 1.

- Hawthorne, J., 134 Valley Road, Mount Eden, S. 2.
 Henry, A., 53 Parnell Road, C. 4.
 Henry, G. N., 159 Ponsonby Road, W. 1.
 Herstitch, J., 47 Victoria Street, Auckland, C. 1.
 Hilliard, J., 110 Carlton Gore Road, Auckland, C. 2.
 Hurst, G. A., 1 Curran Street, Ponsonby, W. 1.
 Jackson, W. K., 616 Dominion Road, S. 2.
 Jaffreys Ltd., 240 Queen Street, C. 1.
 James, J. W., 266 Queen Street, Onehunga, S.E. 5.
 Jeffrey, F., New North Road, S.W. 1.
 Jeffs, J. W., Manakau Road, Epsom, S.E. 3.
 Jenkins, P. R., Khyber Pass Road, C. 3.
 Jones, A., 5 Ferguson Street, Auckland, C. 1.
 Jones, E. J., 12 Victoria Street East, Auckland, C. 1.
 Keller, C., 135 Remuera Road, S.E. 2.
 Kelly, Corp. F. W., 74 Pitt Street, Auckland, C. 1.
 Kelly, D. J., 234 Sandringham Road, S. 2.
 Kinzett, H. E., 313 Dominion Road, S. 2.
 Kirkham, H., 15 St. Mary's Road, Ponsonby, W. 1.
 Kitchener, B. E., 220 Broadway, Newmarket, S.E. 1.
 Lauder, J. T., 484 New North Road, S.W. 1.
 Leaning, E. E., 326 Queen Street, C. 1.
 Lemmon, W., 159 Garnet Road, Grey Lynn, W. 2.
 Leonard, C. J., 579 Dominion Road, S. 2.
 Lewis, W., 225 Jervois Road, Ponsonby, W. 1.
 Lindsay, J., 59A Richmond Avenue, Grey Lynn, W. 2.
 Lonergan, O., 41 Great North Road, Grey Lynn, W. 2.
 Long, F. N., 535 Manakau Road, S.E. 3.
 Long, J., 1842 Great North Road, S.W. 3.
 Lorigan, L., Rosebank Road, Avondale, S.W. 3.
 Lucas, A. J., 267 Great South Road, S.E. 4.
 MacLacy, J., 90 Sandringham Road, S.W. 1.
 Maske, F., 727 New North Road, S.W. 2.
 McAlpine, J., 767 New North Road, S.W. 2.
 Meehan, T., 589 New North Road, S.W. 2.
 Millers Ltd., 74 Victoria Street West, C. 1.
 Mitchie, A. E., 261 Broadway, Newmarket, S.E. 1.
 Moberly, A., 277A Ponsonby Road, W. 1.
 Moore, H. K., 7 Pah Road, Epsom, S.E. 3.
 Moyses, J. M., Ponsonby Road, W. 1.
 Mudford, H., 57 New North Road, C. 3.
 Mudgway, R., Great North Road, Point Chevalier.
 Nagle, W. H., 69 Queen Street, Auckland, C. 1.
 Neale, G., 262 Dominion Road, S. 2.
 Ness, P. R., 111 Great North Road, Grey Lynn, W. 2.
 Nicholson Bros., 100 Albert Street, Auckland, C. 1.
 Nicholson, F., Remuera Road, S.E. 1.
 North, H. M., 118 Great North Road, W. 2.
 Nuttall, A. G., 75 Mount Eden Road, C. 3.
 Offers Ltd., Keans Buildings, Queen Street, Auckland, C. 1.
 Offers Ltd., 186 Symonds Street, C. 3.
 Orman, E., 153 Strand Buildings, Queen Street, Onehunga, S.E. 5.
 Para Rubber Co., Ltd. (J. Gregg, Manager), 39 Wellesley Street
 West, C. 1.
 Randall, G. A., 179 Queen Street, Onehunga, S.E. 5.
 Reed, E., 369 Dominion Road, S. 2.
 Reid, J., 24 King Edward Parade, Devonport, N. 1.
 Rigby, J., 37 Nelson Street, Auckland, C. 1.
 Riley, H., 311 Sandringham Road, S. 2.

- Roach, W. A., 436A Mount Eden Road, S. 1.
 Robinson, F. W., 40 St. Paul Street, Auckland, C. 1.
 Rowland, W., 43 Victoria Street West, Auckland, C. 1.
 Runciman, W. D., 188 Balmoral Road, S. 2.
 Rusden, H., 224 Remuera Road, S.E. 2.
 Saxon, W., 98 College Hill, W. 1.
 Sayers, C., care of Stone's Boot Store, 225-27 Queen Street, C. 1.
 Scott, S. E., 194 Broadway, Newmarket, S.E. 1.
 Searle, W., 212 Jervois Road, Ponsonby, W. 1.
 Shale, W. D., 131 Mount Eden Road, C. 3.
 Sheppard, J. J., 730 New North Road, Avondale, S.W. 2.
 Simpson, W. G., 179 Point Chevalier Road, W. 3.
 Skelton, W. E., 86 Hobson Street, C. 1.
 Sleigh, E. A., 113 Panmure Road, S.E. 6.
 Sloan, J., 157 Great North Road, Grey Lynn, W. 2.
 Smith and Caughey, Ltd., Drapers and Clothiers, Queen Street, C. 1.
 Smith, E. J., 19 Mount Eden Road, C. 3.
 Smith, T., 154 Williamson Avenue, Grey Lynn, W. 2.
 Stack, R., Vauxhall Road, N. 1.
 Stark, J. W., 4A Princes Street, Auckland, C. 1.
 Stenberg, James, Ltd., 160 Karangahape Road, Newton, C. 2.
 Stenberg, James, Ltd., 164 Queen Street, C. 1.
 Stirrup, A., 218 Hobson Street, Auckland, C. 1.
 Strong, W., 232 Queen Street, Onehunga, S.E. 5.
 Taylor, J., 233 Hobson Street, Auckland, C. 1.
 Terry, A., 200 New North Road, Auckland, C. 3.
 Thomas, E. J., 43 Wellesley Street, Auckland, C. 1.
 Tomkins, P., Albert Road, Devonport, N. 1.
 Toner, J., 28A Khyber Pass Road, C. 3.
 Tremain, A. and E., 107 Ponsonby Road, W. 1.
 Tremain, E., Lake Road, Takapuna, N. 2.
 Tugby, W. K., 119A Karangahape Road, Newton, C. 2.
 Underwood, G. F., 10 Strand Arcade, Auckland, C. 1.
 Vasey, E. C., 73 Symonds Street, Auckland, C. 1.
 Walker, E. G., 155 Mount Eden Road, C. 3.
 Walton, E., 65 Victoria Road, Devonport, N. 1.
 Warboys, J., 221A Remuera Road, S.E. 2.
 Watson, A., 101 Remuera Road, S. 2.
 Watson, R., 627 Manakau Road, S.E. 3.
 Webb, E. W., and Co., 327-331 Karangahape Road, C. 2.
 Weber, W., 301 Point Chevalier Road, W. 3.
 Welham, H. E., Sandringham Road, S. 2.
 Wheaton, J. E., 391 Mount Eden Road, S. 1.
 White, F., 52 Jervois Road, Ponsonby, W. 1.
 Wide Awake Boot Repairing Co., Dilworth Buildings, 15 Customs Street East, C. 1.
 Williams, W. J., 89 Ponsonby Road, C. 2.
 Williamson, J., 208 Mount Albert Road, S.E. 3.
 Wilson, C., 66 Khyber Pass Road, C. 3.
 York, H., 13 Park Road, Grafton, C. 3.
 York, W., 123 Remuera Road, S.E. 2.
 Zenith Artificial Appliances, Ltd., 1 Cook Street, Auckland, C. 1.
 Zoricich, F., 1886 Great North Road, S.W. 3.

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 28th day of September, 1936, and shall continue in force until the 27th day of September, 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 24th day of September, 1936.

[L.S.]

E. PAGE, Judge.

SCHEDULE.

Hours of Work.

1. (a) Forty hours shall constitute a week's work, to be worked on six days of the week, between the hours of 8 a.m. and 5 p.m. on five days of the week and between the hours of 8 a.m. and noon on Saturdays.

(b) In the event of legislation being passed the effect of which is to close all shops in this industry on Saturdays the following provisions shall apply: Forty hours shall constitute

a week's work, to be worked on the first five days of the week between the hours of 8 a.m. and 5 p.m.; no work shall be performed on Saturdays; and the attaching of tips, toe and heel plates, stuck-on soles or rubbers, wood heels, or wax-stitching work shall be deemed to be work within the meaning of this subclause.

Wages.

2. (a) Except where otherwise provided herein, the rates of wages for all male workers coming within the scope of this award shall be 2s. 4½d. per hour, or the basic rate for male tradesmen (as fixed by the Arbitration Court), whichever is the greater. This wage shall take effect as from the date of the judgment fixing such basic wage for tradesmen.

For female workers the rate shall be £1 per week, from which no deduction shall be made unless through time lost by default of the worker.

(b) An employer may arrange with his workers to work on piecework at rates to be mutually agreed upon between the employer and the union, provided all the workers in each department are on time or piecework.

(c) Journeymen when engaged on bespoke work shall be paid a minimum rate of 6d. per hour in excess of the rate provided in subclause (a).

(d) Operatives who are called upon to attend the workshop or factory shall be paid for not less than four hours' work, whether called upon to perform such work or not.

Payment of Wages.

3. Every employer shall pay to each worker employed by him all moneys due to such worker at least once in each week. The employer must arrange that all wages are paid within five minutes before the close of the day on which wages are paid, and within twenty-four hours of the close of the week. Where workers are required to make a special visit to the workshop in order to obtain wages due they shall be paid for not less than four hours' work on this account.

Overtime.

4. All time worked in excess of the hours prescribed in clause 1 hereof shall be paid for at the rate of time and a half for the first two hours and thereafter double time.

Holidays.

5. The following holidays shall be observed without deduction of wages: Christmas Day, Boxing Day, New Year's Day, Good

Friday, Easter Monday, Labour Day, Anzac Day, the Sovereign's Birthday, and the Union Annual Picnic Day (if observed), and all work done on Sundays or on any one of the recognized public holidays shall be paid for at the rate prescribed in the Factories Act, 1921-22, and its amendments. The provisions of this clause shall apply to all workers.

Termination of Employment.

6. Twenty-four hours' notice of the termination of the services of the worker shall be given by the employer to the worker and by the worker to the employer. In the case of weekly engagement, one week's notice shall be given by either worker or employer.

Departments.

7. The provisions of this award shall apply to the repairing of every class of footwear and to the clicking, rough-stuff cutting, making, and finishing of footwear.

Division of Departments.

8. (a) Bespoke workers.

(b) Clicking and hot-wax-thread machining.

(c) Rough-stuff cutting and preparing stuff for makers.

(d) Making commences with the operation of pulling over, and includes all operations prior to finishing.

(e) Finishing commences with the operation of putting in lasts or fillers, and includes all operations prior to delivery of goods.

(f) Repairing of any class of footwear.

Where Work shall be performed.

9. (a) All work in the clicking, making, finishing, rough-stuff, repairing, and bespoke departments shall be performed in the factory or workshop except as hereinafter provided.

(b) A committee consisting of three representatives of the employers and three representatives of the union (parties to this award), and known as the Advisory Committee, shall be set up to deal with all applications for permits to work at home, which shall be granted only in cases where the worker is, through old age or permanent disability, incapable of attending the workshop. No resolution of the committee shall be carried unless a majority of the representatives on each side are in agreement.

Machinery and Subdivision of Labour.

10. (a) It is the employer's right to introduce whatever machinery his business may require, and to divide or subdivide labour in any way he may deem necessary, subject to the payment of wages as hereinbefore set forth.

(b) Any system of subdivision of labour may be used, either in connection with hand or machine labour in the manufacture of bespoke and surgical work, but the employer must arrange the subdivision so that the product of each worker is a separate and independent operation.

Materials.

11. Employers shall find all grindery, paint, ink, workshops, light, and edged tools, and serve out all colours and materials used in connection with the business in which they are engaged.

Control of Workshop.

12. Every 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 any place or workshop wherein a member of the union is engaged or employed for the purpose of interview, collecting union dues, posting union notices, or other matters relating to the industry.

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.)

Under-rate Workers.

14. (a) Any worker who through old age or permanent disability is 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 to the secretary of the union, who shall forward such application to the local Advisory Committee.

(b) Such permit shall be for such period not exceeding six months as the Advisory Committee shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given such worker by the secretary of the union requiring him or her to have the wage again fixed in the manner prescribed in this clause.

(c) It shall be the duty of the union to give notice to the Inspector of Factories of every agreement made with a worker pursuant hereto.

(d) It shall be the duty of the employer before employing a worker at such lower wage to examine the permit or agreement by which such wage is fixed.

Copy of Award.

15. A copy of the award shall be posted in an accessible place in the workroom.

Scope of Award.

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

Term of Award.

17. This award shall come into force on the 28th day of September, 1936, and shall continue in force until the 27th day of September, 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 24th day of September, 1936.

[L.S.]

E. PAGE, Judge.