

INVERCARGILL (FIFTY-MILES RADIUS) **TANNERS AND FELLMONGERS.**—  
AWARD.

In the Court of Arbitration of New Zealand, Otago and Southland Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the Invercargill Tanners and Fellmongers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Cundall, A., Butcher, Invercargill.

Matheson, J., and Co., Kennington.

Southland Butchers' By-products Co., Ltd., Invercargill.

Southland Tanners, Ltd., Waikiwi.

Wallis, R. and F., Ltd., Gore.

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 1st day of

March, 1939, 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 2nd day of April, 1937.

[L.S.]

E. PAGE, Judge.

SCHEDULE.

*Hours of Work.*

1. (a) A week's work shall not exceed forty-four hours, to be regulated by the employer according to the special requirements and circumstances of his business, but so that the ordinary hours of work shall be made to fall between the hours of 7.30 a.m. and 5.30 p.m. on five days of the week, and between 7.30 a.m. and 1 p.m. on the sixth day, such day to be mutually arranged between the employer and the employees at the works.

(b) Not less than three-quarters of an hour shall be allowed for dinner, between 12 noon and 1 p.m. unless mutually arranged otherwise between the employers and the workers.

*Overtime.*

2. Overtime shall be paid for at the rate of time and a half for the first three hours and thereafter double time.

*Holidays.*

3. (a) The following shall be the recognized holidays: New Year's Day and the day following, Good Friday, Easter Monday, Labour Day, Christmas Day, Boxing Day, and Anzac Day; which holidays together with the day following New Year's Day, shall be paid for in accordance with the provisions of section 14, subclauses (a) and (b) of the Factories Amendment Act, 1936.

(b) Any work done on the above holidays or Sundays shall be paid for as provided in the Factories Act.

(c) Where, through flooding, work is impracticable on Saturday or on the day preceding a holiday, and workers are required to work on Sunday or on a holiday for the sole purpose of treating perishable goods on hand, payment for such work shall be at the rate of time and a half.

*Payment of Wages.*

4. Wages shall be paid weekly or fortnightly, in the employer's time, on any day of the week other than Saturday.

*Rate of Wages.*

5. (a) Fellmongery: Wool-sorters, pullers, and pelt-classers, 2s. 2½d. per hour.  
 (b) Bone-grinders, 2s. 2¼d. per hour.  
 (c) Hand-scourers, hand wool-washers, hand scudders, hand fleshers, and hand wool-pressers, 2s. 1d. per hour.  
 (d) All other workers, 1s. 11d. per hour.  
 (e) Piecework rates for wool-sorters, 1s. 9d. per hundred-weight.

*Tannery Workers.*

6. (a) Journeymen curriers, machine splitters, machine shaving and whitening, 2s. 4d. per hour.  
 (b) Machine-setting, drum-stuffing, chrome-tanning, and chrome-dyeing, 2s. 2½d. per hour.  
 (c) Fleshers, scudders, and unhairers, 2s. 1d. per hour.  
 (d) Hide and lime-pit hands and tan-yard hands, 2s. 0¼d. per hour.  
 (e) All other workers, 1s. 11d. per hour.

*Employment of Youths.*

7. The rates of pay for youths shall be as follows:—

Commencing Age.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Seventh Six Months.
<i>Per Week.</i>							
Under 16 years ..	18/-	22/-	26/-	30/-	34/-	38/-	42/-
Over 16 and under 17	22/6	26/6	30/6	34/6	38/6	42/6	46/6
Over 17 and under 18	30/-	34/-	38/-	42/-	46/-	50/-	54/-
Over 18 and under 19	1s. per hour.						
Over 19 and under 20	1s. 3¼d. per hour.						
Over 20 and under 21	1s. 6½d. per hour.						

Thereafter the minimum rates provided herein.

*Proportion of Youths.*

8. The proportion of youths shall be as follows: One youth to every three or fraction of three workers over twenty-one years of age.

*Disputes.*

9. Any dispute in connection with any matter not provided for in this award shall be settled between the employer and the secretary or president of the union, and, in default of any agreement being arrived at, then such dispute shall be referred to the Conciliation Commissioner, who may either decide the

same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, may appeal to the Court upon giving written notice of such appeal to the other party within seven days after such decision shall have been communicated to the party desiring to appeal.

*General Conditions.*

10. (a) Where a higher rate of wages than is provided for in this award is being paid to any individual worker, it shall not be reduced, provided he continues to perform that particular work.

(b) All workers shall be supplied, when necessary, with aprons, leggings, gloves, vamps, and all other necessary tools.

(c) Gum boots shall be supplied to hand wool-washers and workers on skin-dollies.

(d) Privileges at present existing shall remain in force.

(e) Proper provisions shall be made for dressing-accommodation and for drying wet clothes.

(f) Lavatory accommodation to the satisfaction of the local Inspector of Factories shall be provided.

(g) The employer shall keep a clock going, placed in a prominent position in each factory.

(h) Any worker not having been informed before leaving work that there will be no work on the following day, and who presents himself at the works, in the event of there being no work, shall receive not less than one hour's pay.

*Under-rate Workers.*

11. (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.

#### *Workers to be Members of Union.*

12. (a) It shall not be lawful for any employer bound by this award to employ or to continue to employ, in any position or employment subject to this award, 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 any position or 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.)

#### *Scope of Award.*

13. This award shall operate throughout that part of the Otago and Southland Industrial District lying within a radius of fifty miles of the Chief Post-office, Invercargill.

#### *Term of Award.*

14. This award, in so far as it relates to wages, shall be deemed to have come into force on the 1st day of March, 1937,

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 1st day of March, 1939.

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 2nd day of April, 1937.

[L.S.]

— E. PAGE, Judge.

#### MEMORANDUM.

The only matters referred to the Court related to under-rate workers and the date of the coming into force of the award. In other respects the award embodies the recommendations arrived at by the assessors in Conciliation Council.

E. PAGE, Judge.

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