

WELLINGTON INDUSTRIAL DISTRICT **SPORTS-GOODS**  
**MAKERS AND REPAIRERS.—AWARD.**

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and its amendments; and in the matter of an industrial dispute between the Wellington Sports-goods Makers and Repairers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned firms and companies (hereinafter called "the employers") :—

Stratmore and Sons, Todd Buildings, Courtenay Place,  
Wellington, C. 3.

Stratmore Bros., 19 Tory Street, Wellington, C. 3.

Witcombe and Caldwell, Ltd., 45 Willis Street,  
Wellington, 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 19th day of December, 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 19th day of December, 1938.

[L.S.]

P. J. O'REGAN, Judge.

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SCHEDULE.

*Definitions.*

1. This award shall apply to workers engaged in the manufacturing, assembling, and repairing of sports goods.

*Hours of Work.*

2. (a) Except as provided in subclause (b) of this clause, the ordinary hours of work shall not exceed eight hours per day, to be worked between the hours of 7.30 a.m. and 5.30 p.m. on the days from Monday to Friday, both days inclusive.

(b) For workers employed in the manufacturing, repairing, and/or assembling departments of retail sports shops, the ordinary hours of work shall not exceed forty-four in any one week, to be worked on five and a half days.

#### Wages.

3. The following shall be the minimum rates of wages for male workers, twenty-one years of age and over:—

	Per Week.		
	£	s.	d.
(a) First-class gunsmith .. .. .	5	10	0
(b) First-class fishing-rod maker .. .. .	5	10	0
(c) Iron-club-head grinder .. .. .	5	5	0
(d) Assistant gunsmith, assistant fishing-rod maker, wood-head maker, racquet-maker, racquet-stringer, sprayer .. .. .	4	15	0
(e) Assemblers and all other workers .. .. .	4	10	0

#### Youths.

4. The following shall be the minimum weekly rates of wages for youths:—

Age commencing at Trade.	First Year.		Second Year.		Third Year.		Fourth Year.		Fifth Year.	
	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.
Under 16 ..	15/-	20/-	25/-	30/-	35/-	40/-	45/-	52/6	62/6	72/6
16 to 17 ..	20/-	25/-	30/-	35/-	40/-	45/-	52/6	62/6	72/6	..
17 to 18 ..	25/-	30/-	35/-	40/-	45/-	52/6	62/6	72/6	..	..
18 to 19 ..	32/6	37/6	42/6	50/-	60/-	72/6	..	..	..	..
19 to 20 ..	40/-	47/6	57/6	67/6	..	..	..	..	..	..
20 to 21 ..	55/-	65/-	..	..	..	..	..	..	..	..
Thereafter adult rates.										

#### Female Workers.

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

	Per Week.		
	£	s.	d.
For the first six months .. .. .	0	15	0
For the second six months .. .. .	0	19	0
For the third six months .. .. .	1	3	0
For the fourth six months .. .. .	1	7	0
For the fifth six months .. .. .	1	11	0
For the sixth six months .. .. .	1	17	6
For the fourth year .. .. .	2	5	0
Thereafter .. .. .	2	10	0

Provided that workers of the age of twenty-one years and upwards shall receive for the first six months not less than the basic wage for the time being prevailing with six-monthly increments of 4s. per week until the full adult rate is reached.

#### *Overtime.*

6. All work done in excess of the hours prescribed in clause 2 hereof shall be deemed to be overtime and shall be paid for at the rate of time and a half for the first four hours and double time thereafter, or 1s. 6d. per hour, whichever is the greater.

#### *Holidays.*

7. (a) The provisions of the Factories Act, 1921-22, and its amendments, relating to holidays, statutory half-holidays, and Sundays, and to payment for work done on such days, shall apply hereto.

(b) Anniversary Day shall be allowed as a holiday without deduction from wages, and a worker required to work on Anniversary Day shall be paid for the time worked at half-rate in addition to his ordinary rate.

(c) Should any of the holidays prescribed in this award, except Anzac Day, fall on a Sunday, the day following shall be observed in lieu thereof.

(d) Five working-days' holiday on full pay shall be given to workers completing each twelve months of service. These holidays may be taken in conjunction with the Christmas, or any other statutory holiday prescribed in subclause (a) of this clause.

#### *Terms of Employment.*

8. (a) In the case of workers who are paid a weekly wage one week's notice shall be given by the employer to the worker, or by the worker to the employer. This shall not prevent an employer from summarily dismissing any worker for serious misconduct.

(b) Any employer shall be entitled to make a rateable deduction from the wages of any worker for any time lost by him through sickness or default or on account of the temporary closing of the factory for cleaning or repairing the machinery.

#### *Meal-money.*

9. If a worker is required to work overtime after 6 p.m. the employer shall pay such worker 1s. 6d. meal-money, unless the worker is notified on the previous working-day that overtime will be worked.

*General Conditions.*

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

(b) A standard first-aid outfit shall be provided by the employer.

(c) The employer shall provide facilities for boiling water at meal-times.

(d) Not less than three-quarters of an hour shall be allowed for meal-time.

(e) All tools, and facilities for keeping them in order, shall be provided by the employer.

(f) This award shall not serve to reduce the wages of workers during the term of their present employment.

*Workers to be Members of Union.*

11. (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.)

*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 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.

#### *Union Officials' Right of Entry.*

13. 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.

#### *Extension of Hours under Factories Act.*

14. Pursuant to the provisions of section 3 of the Factories Amendment Act, 1936, the limits of hours fixed by subsection (1) of that section are hereby extended upon the terms of this award in respect of every occupier of a factory bound or to be bound by the provisions of this award.

#### *Application of Award.*

15. This award shall apply to the original parties named herein, and shall extend to and bind as subsequent party hereto every trade-union, industrial union, industrial association, or employer who, not being an original party hereto, is, when this award comes into force or at any time while this award is in

force, connected with or engaged in the industry to which this award applies within the industrial district to which this award relates.

*Scope of Award.*

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

*Term of Award.*

17. This award, in so far as it relates to wages, shall be deemed to have come into force on the 16th day of December, 1938, 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 19th day of December, 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 19th day of December, 1938.

[L.S.]

P. J. O'REGAN, Judge.

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MEMORANDUM.

The only matter referred to the Court was the term of the award. In other respects the award embodies the recommendations arrived at by the assessors in Conciliation Council.

P. J. O'REGAN, Judge.

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