

**MARATHON RUBBER FOOTWEAR, LTD., FOOTWEAR
OPERATIVES.—INDUSTRIAL AGREEMENT.**

Under the Industrial Conciliation and Arbitration Act, 1925, and its amendments.

THIS industrial agreement, made this 10th day of January, 1940, in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, between the New Zealand Federated Footwear Trade Industrial Association of Workers and Marathon Rubber Footwear, Ltd. (represented by Messrs. J. A. East and G. W. Skellerup), 176 Cashel Street, Christchurch, New Zealand (registered office, Cumnor Terrace, Woolston), witnesseth as follows:—

**INDUSTRIAL AGREEMENT: WAGES AND WORKING-CONDITIONS
IN THE RUBBER FOOTWEAR MANUFACTURING INDUSTRY.**

AGREEMENT BY CONSENT.

THE parties, whose signatures and seals are hereto attached, agree that the award covering the footwear-manufacturing industry, and dated the 24th day of July, 1939 (recorded in Book of Awards, Vol. XXXIX, p. 937), under the hand of J. A. Gilmour, Stipendiary Magistrate (acting as a duly appointed delegate of the Court of Arbitration), shall be the terms of an industrial agreement between the parties whose names are hereto attached, with the following additional special clause:—

Probationers (Senior).

“Senior probationers in entering the factory or industry at over the age of twenty-one years, or upon attaining the age of twenty-one years, and who have had less than eighteen months’ experience, shall be paid at the rate of £3 16s. per week, or the basic rate as set by the Arbitration Court from time to time, and six-monthly increments of 5s. per week for eighteen months, and thereafter the minimum rate prescribed for fully-paid males.”

This agreement to continue in operation until the 3rd day of April, 1940.

In witness whereof the common seals of the employer and of the workers’ industrial association have hereunto been affixed the day and the year first written above:—

[L.S.]	J. A. EAST, Director. G. W. SKELLERUP, Director. J. GOWER, Secretary.
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[L.S.]	C. A. WATTS, Secretary, N.Z. Federated Footwear Trade Industrial Association of Workers.
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Dated at Christchurch, this 10th day of January, 1940.