

OTAGO AND SOUTHLAND **BOOT-REPAIRERS AND BESPOKE WORKERS.**—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 its amendments; and in the matter of an industrial dispute between the Dunedin Operative Bootmakers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Anderson, Wm. J., 200 Stuart Street, Dunedin.  
 City Boot Factory, 135 Hanover Street, Dunedin.  
 Harris, W., and Son, Ltd., 482 Moray Place, Dunedin; and branches.  
 Hannah, R., and Co., Ltd., 53 George Street, Dunedin; and at Oamaru, Gore, and Invercargill.  
 Hallenstein Bros., Ltd., 2 Princes Street, Dunedin; and branches.  
 Holmes, R., 182 Clyde Street, Invercargill.  
 Isaacs, H. J., 135 Hanover Street, Dunedin.  
 Islip and Watt, 148 George Street, Dunedin.  
 Kingsland, J., and Co., 12 Cambridge Place, Invercargill.  
 Kirk, G., and Co., Ltd., Manse Street, Dunedin.  
 Laing, A., 90 High Street, Dunedin.  
 McDonald, J. G., and Sons, 61 Thames Street, Oamaru.  
 Macks, 6 Water Street, Dunedin.  
 Mattingly, C., 561A Cargill Road, South Dunedin.  
 Mattingly, W., 181 Cargill Road, South Dunedin.  
 Muir, R. S., 334A South Road, Dunedin.  
 Poulter, A. H. B., and Co., 229 King Edward Street, South Dunedin.  
 Riach, W. J., 383 George Street, Dunedin.  
 Ryan, A. E., Hanover Street, Dunedin.  
 Wilson, H. R., 1 Broadway, Dunedin.

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 6th day of July, 1943, 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 5th day of August, 1942.

[L.S.]

A. TYNDALL, Judge.

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#### SCHEDULE.

##### *Industry to which Award applies.*

1. This award shall apply to the repairing of every class of footwear and to the making of bespoke work.

##### *Hours of Work.*

2. Forty hours shall constitute an ordinary's week's work, to be worked between the hours of 8 a.m. and 5 p.m. on five days of the week, and between 8 a.m. and 12 noon on the day of the weekly half-holiday.

##### *Wages.*

3. (a) Except where otherwise provided herein, the rates of wages for all workers coming within the scope of this award shall be 2s. 7½d. per hour.

(b) An employer may enter into an agreement with any of his workers for the payment of a weekly wage of not less than £5 per week, and no deduction shall be made from the weekly wage except for time lost through the worker's sickness, accident, or default.

(c) Journeymen, when engaged on bespoke work, shall be paid a minimum rate of 2s. 9d. per hour.

(d) Workers 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.

#### *Piecework.*

4. (a) Piecework may be worked at rates to be agreed upon between the employer and the union.

(b) An employer shall not be entitled to employ time-hands and pieceworkers at the same time, and his workers must be either time-hands or pieceworkers.

#### *Payment of Wages.*

5. (a) All wages shall be paid weekly not later than Thursday, punctually upon the termination of working-hours.

(b) In the event of pay-day being a holiday, wages shall be paid upon the same conditions as set out in subclause (a) hereof on the day preceding the holiday.

(c) When a worker is discharged or leaves at any time other than the ordinary pay-time for the week, he shall be paid without delay all wages due to him at the time of his dismissal or the time of leaving, as the case may be. Not more than one day's wages shall be retained (on pay-day) by any employer.

#### *General Orders under Rates of Wages Emergency Regulations 1940.*

6. The two general orders made under the Rates of Wages Emergency Regulations 1940, and dated 9th August, 1940, and 31st March, 1942, respectively, shall be deemed to be incorporated in this award, and shall have effect according to their tenor.

#### *Overtime.*

7. All time worked in any one day outside or in excess of the hours prescribed in clause 2 hereof shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

#### *Holidays.*

8. (a) The following shall be observed as holidays and paid for: Christmas Day, Boxing Day, New Year's Day, the

day following New Year's Day, Good Friday, Easter Monday, Anniversary Day, Anzac Day, the birthday of the reigning Sovereign, and Labour Day.

(b) For work done on any of these days double rates shall be paid in addition to the payment for the holiday.

(c) An annual holiday of one week on full pay shall be allowed to each worker on completion of twelve months' service: Provided that if the employment of any worker is terminated prior to his serving the full twelve months, but after having served three months, he shall be paid a proportionate allowance in lieu of holiday.

*Termination of Employment.*

9. Not less than one week's notice shall be given by either party of the termination of the employment, except in the case of casual hands, but nothing in this clause shall prevent an employer from summarily dismissing any worker for wilful misconduct or a worker from immediately leaving his employer for just cause.

*Where Work shall be performed.*

10. All work shall be performed in the employer's workshop.

*Matters not provided for.*

11. Any dispute in connection with any matter not provided for in this award shall be settled between the particular employer concerned 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 fourteen days after such decision shall have been communicated to the party desiring to appeal.

*Materials.*

12. Employers shall provide all edged tools and materials.

*Meal-money.*

13. Employers shall allow meal-money at the rate of 1s. 6d. per meal when workers are called upon to work overtime: Provided such workers cannot reasonably get home to their meals.

*Right of Entry to Premises.*

14. The secretary or duly 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.

*Under-rate Workers.*

15. (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.*

16. (a) Subject to the provisions of section 18 (5) of the Industrial Conciliation and Arbitration Amendment Act, 1936, 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.

(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.)

#### *Foremen and Employer's Sons.*

17. Every employer of two or more workers shall be entitled to one foreman in addition. Such foremen and the employer's sons shall be exempt from the provisions of this award.

#### *Application of Award.*

18. 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 whilst 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.*

19. This award shall operate throughout the Otago and Southland Industrial District.

#### *Term of Award.*

20. This award, in so far as it relates to wages, shall be deemed to have come into force on the 6th day of July, 1942, 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 6th day of July, 1943.

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 5th day of August, 1942.

[L.S.]

A. TYNDALL, Judge.

## MEMORANDUM.

This award embodies the terms of settlement arrived at by the assessors in Conciliation Council.

Wages have been made payable retrospectively, in accordance with the agreement of the parties.

A. TYNDALL, Judge.

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