
NORTHERN, TARANAKI, WELLINGTON, CANTERBURY, AND
OTAGO AND SOUTHLAND **FUR WORKERS.**—AWARD

[Filed in the Office of the Clerk of Awards, Christchurch.]

In the Court of Arbitration of New Zealand, Northern, Taranaki, Wellington, Canterbury, and Otago and Southland Industrial Districts.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the New Zealand Federated Clothing Trade Employees' Industrial Association of

Workers (hereinafter called "the union") and the under-mentioned persons, firms, and companies (hereinafter called "the employers") :—

NORTHERN INDUSTRIAL DISTRICT

Empire Furriers, Ltd., 358-360 Queen Street, Auckland.
 Imperial Fur Mfg. Co., Ltd., 228 Queen Street, Auckland.
 Modern Fur Store (N. Green), Civic Theatre Buildings, 17 Wellesley Street, Auckland.
 Mooneys (N.Z.), Ltd., 15-17 O'Connell Street, Auckland.
 Shelley, C., 117 (1st Floor), Colonial Mutual Buildings, 159 Queen Street, Auckland.
 Stern, D. (Furs), Ltd., 267 Queen Street, Auckland.

TARANAKI INDUSTRIAL DISTRICT

Jacobs, I. M., 133 Devon Street East, New Plymouth.

WELLINGTON INDUSTRIAL DISTRICT

Clements, A., 123A Cuba Street, Wellington.
 Fur Tailors, Ltd., 63 Manners Street, Wellington.
 Goodman, A., 54 Cuba Street, Wellington.
 Mooneys Ltd., Victoria Street, Wellington.
 Moores, A. B., and Co., 113 Willis Street, Wellington.
 Siberian Fur Co. (A'sia), Ltd., 62 Willis Street, Wellington.
 Wholesale Furriers, Ltd., 5 Willis Street, Wellington.

CANTERBURY INDUSTRIAL DISTRICT

Grounds, J. S., and Co., 96 Lichfield Street, Christchurch.
 London Fur Specialists (Reed Bros.), Wardells Buildings, Cashel Street, Christchurch.
 MacGibbon, James, 154A Armagh Street, Christchurch.
 Morris, C. M., 687 Colombo Street, Christchurch.
 Pattison, Ede Co., Ltd., 72 Lichfield Street, Christchurch.

OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT

Black, R. S., and Son, Ltd., 114 George Street, Dunedin.
 Langley, D., Ltd., 320 Princes Street, Dunedin.
 Mooneys Ltd., 275 Stuart Street, Dunedin.
 Mutual Furs (Dunedin), Ltd., 62 George Street, Dunedin.
 N.Z. Fur Co., Ltd., 61 George Street, Dunedin.
 Pattison, Ede Co., Ltd., 65 Princes Street, Dunedin.
 Pattison, Ede Co., Ltd., Dee Street, Invercargill.

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 23rd day of August, 1943, and shall continue in force until the 23rd day of August, 1944, 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 12th day of August, 1943.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Interpretation

1. This award shall apply to persons engaged in the making or remodelling of fur coats, capes, necklets, collars, muffs, or any fur article, and shall include alterations, repair work on garments, or renovation and relining of all classes of fur garments or articles.

Classification

2. (a) The classes of workers recognized by this award are journeymen, journeywomen, female apprentices and improvers, youths, and boys.

(b) A "journeywoman" is a female worker who has served four years at the trade.

(c) A "journeyman" is a male worker who has served five years at the trade.

(d) An "apprentice" is a female worker who has served less than three years at the trade.

(e) An "improver" is a female worker who has served more than three years, but less than four years, at the trade.

Hours of Work

3. The ordinary hours of work shall be forty per week, to be worked from 8 a.m. to 5 p.m. each day from Monday to Friday inclusive.

Wages of Female Apprentices and Improvers

4. The minimum wages for female apprentices and improvers employed in any capacity shall be at the following weekly rates, namely:—

	Per Week.		
	£	s.	d.
For the first six months	0	18	0
For the second six months	1	2	0
For the third six months	1	6	0
For the fourth six months	1	10	0
For the fifth six months	1	15	0
For the sixth six months	2	0	0
For the fourth year.. .. .	2	6	6

Thereafter, journeywomen's rates.

Provided that any worker of the age of twenty-one years or upwards shall be paid not less than the basic wage for the time being prevailing.

Female Apprentices

5. (a) The proportion of apprentices shall not exceed two apprentices to one journeywoman.

(b) The term of apprenticeship shall be three years; each worker shall also serve a term of one year as an improver.

(c) The apprentice shall serve the full term under competent supervision and shall be taught the branch or branches of the trade to which she is apprenticed. The term "branch or branches of the trade" in this award shall be held to mean (1) fur-machining; and (2) fur-finishing, to include all table work, lining-cutting, and lining-machining.

(d) It shall be obligatory on the part of the employer to pay the wages stipulated in this award and to teach the apprentice the work she is required to do in the branch of the trade to which she is apprenticed. Any apprentice who

has served a period at a branch of a kindred trade shall have such time counted as part of the apprenticeship as though it had been served at the branch of the trade to which she is apprenticed.

(e) The employer shall not dismiss the apprentice for the want of work, but must in such case provide her with another employer within reasonable distance who will continue the first employer's obligations as to teaching and wages.

(f) When the full time of apprenticeship is served, the employer shall give the apprentice a certificate showing the time served.

(g) Should an employer dismiss an apprentice for good cause, he shall nevertheless give her a certificate for the time served.

(h) It shall be obligatory on the part of the apprentice to remain with the employer until the full time is served, unless dismissed for misconduct or discharged by removal from the locality or other sufficient cause.

(i) Notice of dismissal, transference, or discharge by operation of law shall be given by the employer to the Inspector of Awards, who, if requested to do so by the secretary of the local union, shall furnish such secretary with the information supplied by the employer with regard to any particular apprentice or apprentices.

(j) Three months' probation shall be allowed the first employer of any apprentice to determine her fitness, such three months to be included in the period of apprenticeship.

(k) Time lost on account of illness amounting on the whole to more than one month in the year shall be made up by the apprentice before she shall be deemed to have entered upon her next succeeding year of service.

(l) No deduction shall be made from the wages of any apprentice except for time lost through sickness, accident, or default of the apprentice.

Journeywomen's Wages

6. The minimum wage for journeywomen shall be £2 15s. per week.

Male Workers

7. (a) The minimum rate of wages for journeymen shall be £5 10s. per week.

(b) Youths employed under subclause (d) hereof may, after one year of service, cut fur collars, rabbit and coney coats, and trimmings.

(c) Youths employed during the fourth and fifth years of service may cut musquash and peschaniki coats.

(d) The following shall be the minimum rates of wages for youths and boys:—

	Per Week.		
	£	s.	d.
For the first six months	1	0	0
For the second six months	1	7	6
For the third six months	1	12	6
For the fourth six months	1	17	6
For the fifth six months	2	2	6
For the sixth six months	2	12	6
For the fourth year	3	2	6
For the fifth year	4	0	0

Thereafter, journeymen's rates:

Provided that a worker of the age of twenty-one years or upwards shall be paid not less than the basic wage for the time being prevailing.

No worker covered by this award shall have his or her wage reduced by operation of this award as long as he or she is employed in his or her present position.

Increase in Rates of Remuneration

8. All rates of remuneration (which term includes time and piecework rates, overtime, and other special payments) provided for in this award shall be subject to the provisions of the general orders dated the 9th August, 1940, and the 31st March, 1942, under the Rates of Wages Emergency Regulations 1940, increasing rates of remuneration as follows:—

(a) The Order dated the 9th August, 1940, increases all rates of remuneration by an amount equal to 5 per cent. thereof.

(b) The Order dated the 31st March, 1942, increases all rates of remuneration (inclusive of the August, 1940, bonus) by an amount equal to 5 per cent., but this increase is payable—

(i) In the case of males twenty-one years and over, on earnings up to £5 per week only;

(ii) In the case of females twenty-one years of age and over, on earnings up to £2 10s. per week only; and

(iii) In the case of males or females under twenty-one years of age, and apprentices, on earnings up to £1 10s. per week only.

General Conditions

9. All pelts dressed with Chinese dressing shall be drummed before cutting.

Overtime

10. (a) All time worked before the ordinary time for starting or after the ordinary time for ceasing work on any day shall be deemed to be overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter, with a minimum of 1s. 6d. per hour, except that male workers who have completed their ordinary weekly hours on Friday may be employed for four hours on Saturday morning at time and a half rates. Twenty-four hours' notice shall be given by the employer to any worker called upon to work overtime after the ordinary time for ceasing work. When less than twenty-four hours' notice has been given, 1s. 9d. shall be paid for tea-money.

(b) Double rates shall be paid for any work done on Saturday afternoon, Sunday, or any of the following holidays: Christmas Day, Boxing Day, New Year's Day and the day following, Good Friday, Easter Monday, the birthday of the reigning Sovereign, Anzac Day, and Labour Day.

Holidays

11. (a) The following shall be observed as holidays and shall be paid for at the same rate as ordinary working-days: Christmas Day, Boxing Day, New Year's Day and the day following, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, and Labour Day.

(b) Should any of the above-mentioned holidays, except Anzac Day, fall on a Sunday, then for the purposes of this award such holiday shall be observed on the following Monday.

(c) An annual holiday of one week on full pay shall be allowed to all workers on completion of each year of service, such holiday to be given at a time suitable to the employer, but to commence not later than one month from such completion, except when otherwise arranged with the union. Such holiday shall be in addition to the holidays specified in sub-clause (a) of this clause. In computing the yearly period, broken time shall be counted as time worked. Payment for the above holiday shall be made in advance not later than the day before the commencement of the holiday.

(d) If the employment of any worker is terminated by either party before the completion of the first year of service but after three months' service being part thereof has been completed, or at any time after the first year of service has been completed, a holiday of proportionate duration for the broken period served shall be allowed or paid for.

General Provisions regarding Wages

12. (a) Unless otherwise mutually arranged between the employer and the union, wages shall be paid weekly not later than the next working-day following the close of each factory's working-week, not later than Wednesday in any case, and not later than the usual closing-time of the factory.

(b) All wages shall be paid on the termination of employment.

Deductions from Wages

13. (a) If, through slackness of work or exigencies of trade, work is not available for any worker on an ordinary working-day, the employer shall give notice to such worker on the previous day. If such notice is not given, any worker presenting himself or herself for employment in the morning shall be entitled to a day's pay.

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

(c) When slackness of work or exigencies of trade render it necessary to work short time, the employer shall distribute the work as evenly amongst the workers of each class as circumstances will permit, and in such cases workers shall be paid only for the time actually worked.

Piecework and Bonus System

14. Piecework and bonus systems shall not be permitted, except in cases where a bonus system is mutually agreed upon between the employer concerned and the workers' union.

Termination of Employment

15. (a) The employment shall be deemed to be a weekly employment, but employment may be terminated by either party on the giving of twenty-four hours' notice, such notice to include one working-day.

(b) Payment of one day's wages may be made by the employer in lieu of giving notice. In the case of workers leaving without giving the required notice, one day's wages shall be forfeited.

Interview with Employees

16. The secretary or other representative of the union shall be permitted to interview employees at their place of employment once a month during working-hours for the purpose of collecting contributions due to the union.

Matters not provided for

17. The essence of this award being that the work of the employers and the employment of the workers shall always proceed as if no dispute had arisen, it is provided that if any dispute or difference shall arise between the parties bound by this award, or any of them, as to any matter whatever arising out of or connected therewith and not specifically dealt with in this award, every such dispute or difference as the same shall arise shall be referred to a committee to be composed of two representatives of the employers and two representatives of the union for their decision. The decision of the majority of the committee shall be binding, and if no decision is arrived at, either party may appeal to the Court of Arbitration upon giving written notice of such appeal to the other party within fourteen days after the failure of the disputes committee to arrive at a decision, or the disputes committee may itself refer the matter to the Court for decision.

Workers to be Members of Union

18. (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.)

Under-rate Workers

19. (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.

Application of Award

20. 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 districts to which this award relates.

Scope of Award

21. This award shall operate throughout the Northern, Taranaki, Wellington, Canterbury, and Otago and Southland Industrial Districts.

Term of Award

22. This award shall come into force on the 23rd day of August, 1943, and shall continue in force until the 23rd day of August, 1944.

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 12th day of August, 1943.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

The matters referred to and settled by the Court related to the wages of female apprentices and improvers, journeywomen, youths, and journeymen, provision for female cutters, tea-money, holidays, and payment of wages. The dispute was filed with the Clerk of Awards on the 5th April, 1943; consequently, in making the award the Court is bound to comply with Regulation 38 of the Economic Stabilization Emergency Regulations 1942, the effect of which is to preclude the Court from making any variation in the minimum rates of remuneration or the principal conditions of employment for the time being applying to the industry except such adjustments of anomalies as the Court thinks fit, having regard to the general purpose of the regulations—that is to say, the promotion of the economic stability of New Zealand.

In regard to the minimum rates of wages for female apprentices, improvers, and journeywomen, the workers claimed increases of the same magnitude as those awarded by the Court in December last for similar classes of workers in the clothing trades' awards. In recent years there has been a close relationship between the rates prescribed for female workers in the clothing trades' awards and the fur-workers' awards; consequently, we regard the present difference in the rates as anomalous. We consider the anomaly should be adjusted, having regard to the general purpose of the Economic Stabilization Emergency Regulations 1942; therefore we have incorporated in the award the rates claimed for female workers. We cannot, however, recognize any similar grounds for varying the minimum wage rates for male workers, and consequently we are prohibited by the regulations from incorporating in the award rates other than those fixed by the present award.

Mr. Monteith is of the opinion that a flat rate for cutters, including both male and female workers, should have been inserted, as he considers it is clear that when the last award was made both parties thought this had been done.

A. TYNDALL, Judge.