

NEW ZEALAND (EXCEPT MARLBOROUGH AND WESTLAND)  
**CANVAS-WORKERS.—AWARD**

*[Filed in the Office of the Clerk of Awards, Wellington]*

In the Court of Arbitration of New Zealand, Northern, Taranaki, Wellington, Nelson, Canterbury, and Otago and Southland Industrial Districts.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and its amendments; and in the matter of an industrial dispute between the New Zealand Federated Saddlers, Canvas-workers, Riggers, and Related Trades Industrial Association of Workers (hereinafter called “the union”) and the undermentioned union, persons, firms, and companies (hereinafter called “the employers”):—

Wellington District Sail, Tent, and Canvas-goods Manufacturers’  
Society Industrial Union of Employers, Wellington.

**NORTHERN INDUSTRIAL DISTRICT**

Farmers’ Co-op. Auctioneering Co., Ltd., Hamilton.  
Farmers’ Trading Co., Ltd., Hobson Street, Auckland.  
Le Roy, E., Ltd., Albert Street, Auckland.  
Sails and Covers, Ltd., Fort Street, Auckland.  
Windust, W. P., Otahuhu, Auckland.  
Wiseman, J., and Sons, Ltd., Anzac Avenue, Auckland.

**TARANAKI INDUSTRIAL DISTRICT**

Bach, F., Saddler and Canvas-goods Manufacturer, Hawera.  
Cook and Lister, Saddlers and Canvas-goods Manufacturers, New  
Plymouth.

**WELLINGTON INDUSTRIAL DISTRICT**

Hutcheson, Wilson, and Co., Ltd., Jervois Quay, Wellington.  
McCaskey, J. J., and Son, Ltd., Abel Smith Street, Wellington.  
Manawatu Canvas Co., Ltd., Rangitikei Street, Palmerston North.  
Piper and Son, Buddy Street, Napier.  
Todd Motors Industries, Ltd., McKenzie Street, Petone.  
Standard Motor Bodies, Ltd., Ebor Street, Wellington.

**NELSON INDUSTRIAL DISTRICT**

Franzen and Co., Hardy Street, Nelson.

## CANTERBURY INDUSTRIAL DISTRICT

Johnson and Cousins, Ltd., Cashel Street, Christchurch.  
 Mason, Struthers, Ltd., Christchurch.  
 Sollitt and Salkeld Co., Ltd., Tuam Street, Christchurch.

## OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT

McGrath, J., and Co., Ltd., 428 Princes Street, Dunedin.  
 National Mortgage and Agency Co., Ltd., Water Street, Dunedin.  
 Thompson, Alex., and Son, Ltd., 453 Princes Street, 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 on the 20th day of November, 1944, and shall continue in force until the 20th day of November, 1945, 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 14th day of November, 1944.

[L.S.]

A. TYNDALL, Judge.

## SCHEDULE

*Industry to which Award applies*

1. This award shall apply to all persons employed and to the employers of workers in the manufacturing or repairing of sails, tents, horse and cow covers, tarpaulins, rick and vehicle covers, and all canvas-work.

The provisions of this award shall not apply to the manufacture or repairing of hessian goods, flour-bags, sugar-bags, sacks, and woolpacks.

*Classification of Workers*

2. (a) The classification of workers shall be journeymen, journeywomen, female apprentices, youths, female machinists, and any other class the trade may require.

(b) A journeyman is a male worker who has served five years at the work covered by this award.

(c) A journeywoman is a female worker who has served four years at the work covered by this award.

*Hours of Work*

3. Forty hours shall constitute a week's work, and eight hours in any one day shall constitute a day's work. The daily hours to be worked shall be from 8 a.m. to 5 p.m. from Monday to Friday inclusive.

*Wages*

4. (a) Journeymen shall be paid not less than 2s. 9d. per hour.

(b) *Youths*.—Youths may be employed at not less than the following rates of pay:—

|                    |    |    | Per Week. |    |    |
|--------------------|----|----|-----------|----|----|
|                    |    |    | £         | s. | d. |
| First six months   | .. | .. | 1         | 1  | 6  |
| Second six months  | .. | .. | 1         | 5  | 6  |
| Third six months   | .. | .. | 1         | 9  | 6  |
| Fourth six months  | .. | .. | 1         | 14 | 0  |
| Fifth six months   | .. | .. | 1         | 18 | 0  |
| Sixth six months   | .. | .. | 2         | 2  | 0  |
| Seventh six months | .. | .. | 2         | 7  | 6  |
| Eighth six months  | .. | .. | 2         | 14 | 6  |
| Ninth six months   | .. | .. | 3         | 2  | 0  |
| Tenth six months   | .. | .. | 3         | 10 | 0  |

Thereafter, journeymen'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.

(c) *Females*.—Females may be employed at not less than the following minimum rates of pay:—

|                   |    |    |    | Per Week. |    |    |
|-------------------|----|----|----|-----------|----|----|
|                   |    |    |    | £         | s. | d. |
| First six months  | .. | .. | .. | 0         | 18 | 0  |
| Second six months | .. | .. | .. | 1         | 2  | 0  |
| Third six months  | .. | .. | .. | 1         | 6  | 0  |
| Fourth six months | .. | .. | .. | 1         | 10 | 0  |
| Fifth six months  | .. | .. | .. | 1         | 15 | 0  |
| Sixth six months  | .. | .. | .. | 2         | 0  | 0  |
| Fourth year       | .. | .. | .. | 2         | 6  | 6  |
| Thereafter        | .. | .. | .. | 2         | 15 | 0  |

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.

(d) A journeywoman placed in charge of two female workers shall be paid 2s. 6d. per week extra; if over two, 5s. per week.

(e) Females employed in the manufacture of sails made of materials exceeding 8 oz. in weight with an area of 250 to 360 square feet as a maximum, or employed in the manufacture of tents, horse or cow covers, or tarpaulins made of materials exceeding 12 oz. in weight, shall be paid 6d. per hour in excess of the rate provided for females.

#### *Increase in Rates of Remuneration*

5. All rates of remuneration, including time and piece wages and overtime and any other special payments, provided for in this award shall be increased to the extent and in the manner prescribed by the two general orders of the Court made under the Rates of Wages Emergency Regulations 1940, and dated the 9th August, 1940, and the 31st March, 1942, respectively.

EXPLANATORY NOTE.—(1) The general order of the 9th August, 1940, increased rates of remuneration determined by awards and industrial agreements and apprenticeship orders by an amount equal to 5 per cent. thereof.

(2) (a) The general order of the 31st March, 1942, further increased rates of remuneration determined by awards and industrial agreements and apprenticeship orders (inclusive of the 5 per cent. increase provided by the general order of the 9th August, 1940) by an amount equal to 5 per cent. thereof, but excluded from the increase such portion of the remuneration of each worker as exceeded—

- (i) The amount of £5 a week in the case of male workers twenty-one years of age and over;
- (ii) The amount of £2 10s. a week in the case of female workers twenty-one years of age and over;

- (iii) The amount of £1 10s. a week in the case of male and female workers under twenty-one years of age; and
- (iv) The amount of £1 10s. a week in the case of apprentices under apprenticeship orders.
- (b) The increase in *rates of remuneration* provided by the order referred to in (a) hereof applied to the unexcluded portion of the *remuneration* of each worker, irrespective of his or her total weekly *remuneration*.
- (3) The term "*rates of remuneration*" includes time and piece wages and overtime and any other special payments. The term "*remuneration*" means actual earnings, including time and piece wages and overtime and any other special payments.

### *Overtime*

6. All time worked in any day beyond the hours mentioned in clause 3 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 following holidays shall be observed without deduction from wages: A whole holiday on every Christmas Day, Boxing Day, New Year's Day, 2nd January, Easter Monday, Good Friday, Anzac Day, Labour Day, Anniversary Day, and the birthday of the reigning Sovereign: Provided that in districts where Anniversary Day is not observed as a holiday, another day shall be allowed in lieu thereof.

(b) Time worked on any of the above-named holidays or on Sundays shall be paid for at twice the ordinary rate.

(c) Payment of wages for the said holidays shall be made in accordance with the provisions of the Factories Act.

(d) Nothing in the foregoing subclauses shall entitle any worker to receive payment for a holiday falling on a non-working day unless he actually works on such day.

(e) Holidays shall be allowed in accordance with the provisions of the Annual Holidays Act, 1944.

### *Meal-money*

8. A worker working overtime after 6 p.m. shall be paid 1s. 9d. meal-money unless notified on the previous day that he or she would be required to work overtime.

### *Deductions from Wages*

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

*Right of Entry upon Premises*

10. 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.

*General Conditions*

11. This award shall not operate so as to reduce the wage of any worker during his or her present employment.

*Workers to be Members of Union*

12. (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*

13. (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.

### *Disputes*

14. The essence of this award being that the work of the employers 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 union and two representatives of the employers 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 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.

### *Exemptions*

15. The following persons, firms, and companies shall be exempted from the provisions of this award:—

The Auckland Farmers' Freezing Co., Ltd., and other freezing companies.

The Auckland Stevedoring Co., Ltd., Auckland.

The Union Steam Ship Co. of New Zealand, Ltd., Wellington.

The Colonial Sugar Refining Co., Ltd., Chelsea, Auckland.

The Northern Steam Ship Co., Ltd., Quay Street, Auckland.

John Burns, Ltd., Customs Street, Auckland.

The Devonport Steam Ferry Co., Ltd., Quay Street, Auckland.

Leonard and Dingley, Quay Street, Auckland.

Auckland Harbour Board, Quay Street, Auckland.

Wellington Patent Slip Co., Ltd., Wellington.

The Union Steam Ship Co. of New Zealand, Ltd., Auckland.

#### *Scope and Application of Award*

16. This award shall operate throughout the Northern, Taranaki, Wellington, Nelson, Canterbury, and Otago and Southland Industrial Districts and 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 unless specially exempted herein.

#### *Term of Award*

17. This award shall come into force on the 20th day of November, 1944, and shall continue in force until the 20th day of November, 1945.

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 14th day of November, 1944.

[L.S.]

A. TYNDALL, Judge.

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#### MEMORANDUM

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

In making the award the Court has had regard to the provisions of the Economic Stabilization Emergency Regulations 1942.

A. TYNDALL, Judge.