

NEW ZEALAND (EXCEPT MARLBOROUGH AND WESTLAND)  
**SADDLERS, HARNESS-MAKERS, COLLAR-MAKERS, AND  
 BAG-MAKERS.—AWARD**

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

In the Court of Arbitration of New Zealand, Northern, Wellington, Taranaki, 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 persons, firms, and companies (hereinafter called "the employers") :—

NORTHERN INDUSTRIAL DISTRICT

Dominion Brace Co., Broadway, Newmarket, Auckland.  
 Farmers' Trading Co., Hobson Street, Auckland.  
 Leather Craft Supplies, Alston Chambers, Queen Street, Auckland.  
 Palmer, Collins, and Whittaker, 239 Ponsonby Road, Auckland.  
 Wiseman, J., and Sons, Ltd., Anzac Avenue, Auckland, and Park Road, Auckland.  
 Windust, W. P., Otahuhu, Auckland.

TARANAKI INDUSTRIAL DISTRICT

Bach, R. S., Saddler, Hawera.

WELLINGTON INDUSTRIAL DISTRICT

Land and Highways Co., Heretaunga Street, Hastings.  
 Lands, J. S., Ltd., Bag and Trunk Makers, Willis Street, Wellington.  
 Nan Neville Belt Co., Fancy Leather Goods, McKenzies Buildings, Willis Street, Wellington.  
 Tatra Leather Goods Co., 30-32 Lower Cuba Street, Wellington.  
 Reid, F. G., Ltd., Saddlers, Petone, Wellington.  
 Savage, H., Saddler, Lambton Quay, Wellington.  
 Usher, W., 12 Holland Street, Wellington.  
 Standard Motor Bodies, Ebor Street, Wellington.  
 Young and Collins, Ltd., Saddlers, Wanganui.

NELSON INDUSTRIAL DISTRICT

Franzen and Co., Hardy Street, Nelson.

CANTERBURY INDUSTRIAL DISTRICT

Johnson and Couzins, Ltd., Cashel Street, Christchurch.  
 Mason, Struthers, and Co., Ltd., Colombo Street, Christchurch.  
 New Zealand Farmers' Co-operative Association of Canterbury, Ltd., Christchurch.  
 Sollitt and Salkeld, Ltd., Tuam Street, Christchurch.  
 Weston Bros., Ltd., Hereford Street, Christchurch.  
 Woolston Tanneries, Ltd., Hereford Street, Christchurch.

## OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT

Brace, Windle, Blythe, and Co., Saddlers, High Street, Dunedin.

Frasef, B., Saddler, Invercargill.

Hodge and Jones, Saddlers, Oamaru.

Otago Farmers' Co-operative Association of New Zealand, Ltd.,  
Saddlers, Crawford 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 13th day of November, 1944.

[L.S.]

A. TYNDALL, Judge.

## SCHEDULE

*Industry to which Award applies:*

1. This award shall apply to all workers engaged in the repair and manufacture of saddles, bridles, harness, collars, machine-belted, military accoutrements, horse and cow covers, strapping, legging, and the manufacture or repair of suit and attache cases, trunks, hat-boxes, kit and brief bags, footballs, golf-bags, school-bags, ladies' handbags, fancy leather goods, and the like.

*Hours of Work*

2. (a) Forty hours shall constitute a week's work, to be worked between 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 half-holiday. Workers, however, shall not be required to work on the morning of the half-holiday except in cases where the establishment incorporates a retail business.

(b) Not less than forty-five minutes shall be allowed for the midday meal.

*Wages*

3. (a) The following shall be the minimum rates of wages:—

- (i) Journeymen saddlers and bag and trunk (other than fibre) makers, 2s. 9d. per hour.
- (ii) Journeymen fibre-bag makers and machine-belt makers, 2s. 8d. per hour.
- (iii) Journeymen engaged in the manufacture and repair of ladies' handbags and belts, zip bags, men's braces and other fancy goods of a like nature, 2s. 7d. per hour:

Provided that a worker who has commenced in this branch of the trade after attaining the age of eighteen years shall be paid at the rate of 2s. 7d. per hour after completing three years' service.

(b) A journeyman for the purpose of this award is a worker who has served his apprenticeship and/or is qualified by five years' service and experience at the work covered by this award.

(c) A journeywoman is a person who has qualified by four years' service and experience at the work covered by this award.

*Youths*

4. Youths may be employed at not less than the following rates of wages:—

	Per Week.		
	£	s.	d.
During the first six months of service ..	1	1	6
During the second six months of service	1	5	6
During the third six months of service	1	9	6
During the fourth six months of service	1	14	0
During the fifth six months of service ..	1	18	0
During the sixth six months of service	2	2	0
During the seventh six months of service	2	7	6
During the eighth six months of service	2	14	6
During the ninth six months of service	3	2	0
During the tenth six months of service	3	10	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.

*Proportion of Youths*

5. The proportion of youths to journeymen shall not exceed one to one: Provided that apprentices employed under the provisions of the Apprentices Act shall be counted as youths, and employers working at the trade shall be counted as journeymen.

*Female Workers*

6. Females may be employed at not less than the following rates of wages:—

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

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.

### *Proportion of Junior Female Workers*

7. There shall be no restriction on the number of junior female workers employed, except in the saddlery department, where the number of junior female workers shall not exceed one junior to each senior.

For the purposes of this clause a "senior" is a female worker in receipt of not less than £2 10s. per week.

### *Increase in Rates of Remuneration*

8. 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*

9. All work performed beyond the usual daily hours shall be considered overtime and shall be paid for at the rate of time and a half, with a minimum payment of 1s. 6d. per hour.

*Meal-money*

10. 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.

*Holidays*

11. (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, Good Friday, Easter Monday, 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 rates.

(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.

*Deduction from Wages*

12. 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, accident, or default, or on account of the temporary closing of the factory for cleaning or repairing the machinery.

*Conditions*

13. (a) In the case of a worker on an hourly wage, one hour's notice of the termination of the employment shall be given by the employer to the worker or by the worker to the employer, as the case may be.

(b) In the case of workers on a weekly wage, twenty-four hours' notice of the termination of the employment shall be given by the employer to the worker or the worker to the employer, as the case may be.

(c) Nothing in this clause shall prevent the summary dismissal of a worker for misconduct or other good cause.

(d) No female worker shall be employed in the manufacture of saddle panels of any kind, with the exception of machining.

(e) Workers shall be paid their wages weekly in the employer's time.

(f) Workers entitled to annual holiday shall be paid before they go on holiday.

#### *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.

#### *Union Official's Right of Entry*

15. The secretary or other authorized officer of the union 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.

#### *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.)

*Under-rate Workers*

17. (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*

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 districts to which this award relates.

*Scope of Award*

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



*Term of Award*

20. 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 13th 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.

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