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**HORN BUTTONS AND ACCESSORIES, LTD., EMPLOYEES.—**  
**AWARD**

In the Court of Arbitration of New Zealand, Wellington 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 Wellington and Taranaki Soap, Candle, Tannery, and Related Trades' Employees Industrial Union of Workers (hereinafter called "the union") and the undermentioned company (hereinafter called "the employers") :—

Horn Buttons and Accessories, Ltd., 250 Wakefield Street, Wellington.

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 23rd day of April, 1945, and shall continue in force until the 23rd day of April, 1946, 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 19th day of April, 1945.

[L.S.]

A. TYNDALL, Judge.

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#### SCHEDULE

##### *Industry to which the Award applies*

1. This award shall apply to all persons engaged in work in connection with the manufacture from horn, bone, casein, wood, or any other material of buttons and accessories as manufactured at the time of the making of this award and such other novelties and articles as the employer may decide to manufacture.

### *Hours of Work*

2. Forty hours shall constitute an ordinary week's work, of which not more than eight hours may be worked on each day from Monday to Friday inclusive, and between the hours of 7.30 a.m. and 5 p.m. The time of starting and ceasing work between these hours shall be mutually arranged with the employer, with a break of not less than one hour for lunch.

### *Overtime*

3. Except as provided in clause 4 hereof, the time worked on any day in excess of eight hours or outside the hours specified 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, except that four hours may be worked on Saturday morning at time and a half rates.

### *Shift-work*

4. Employers shall be at liberty to work shifts in accordance with the requirements of their business. The hours for shift-workers shall be not more than eight per shift on five consecutive days in each week, Monday to Friday, both days inclusive. This clause shall not apply to workers employed in the factory during the day, and shall be limited to workers who work three or more nights in each week.

### *Holidays*

5. (a) The following shall be the recognized holidays: New Year's Day, Anniversary Day, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day.

(b) All workers who have been employed in the factory any time during the fortnight ending on the day on which any of the above-mentioned holidays occur shall be paid therefor.

(c) No payment over and above the ordinary week's wages shall be made to any worker for a holiday which falls on what is not ordinarily a working-day except for work actually performed on such day.

(d) Any worker employed on any of the aforesaid holidays shall, in addition to his ordinary wage, be paid double time rates therefor.

(e) Notice of closing down for Christmas holidays shall be posted in a conspicuous place for at least three days before the holidays.

*Annual Holidays*

6. The provisions of the Annual Holidays Act, 1944, shall apply to all workers employed under this award.

*Wages*

7. The following shall be the minimum rates of wages:—

(a) Adult male workers, 2s. 8d. per hour.

(b) Adult female workers, £3 2s. 6d. per week.

(c) For the purposes of this award, an adult person is a person of twenty-one years of age and over.

(d) The minimum weekly rates payable to junior male workers shall be:—

Age commencing.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Seventh Six Months.	Eighth Six Months.	Ninth Six Months.	Tenth Six Months.
Under 16 ..	25/-	30/-	35/-	40/-	45/-	50/-	55/-	60/-	70/-	80/-
16 to 17 ..	27/6	32/6	37/6	42/6	47/6	55/-	60/-	65/-	70/-	80/-
17 to 18 ..	32/6	37/6	42/6	50/-	57/6	65/-	70/-	80/-	..	..
18 to 19 ..	42/6	47/6	55/-	62/6	70/-	80/-	..	..	..	..
19 to 20 ..	55/-	65/-	70/-	80/-	..	..	..	..	..	..
20 to 21 ..	70/-	80/-	..	..	..	..	..	..	..	..

and thereafter, or on attaining the age of twenty-one years, not less than the adult rate.

(e) The minimum weekly rates payable to junior female workers shall be:—

	Per Week.
	£ s. d.
First six months .. .. .	1 3 0
Second six months .. .. .	1 7 0
Third six months .. .. .	1 11 0
Fourth six months .. .. .	1 16 0
Fifth six months .. .. .	2 1 0
Sixth six months .. .. .	2 6 0
Seventh six months .. .. .	2 12 6
Thereafter .. .. .	3 2 6

(f) All wages should be paid weekly during ordinary working-hours and not later than Thursday in each week.

(g) Workers employed on night shifts outside the ordinary daily hours shall be paid the sum of 2s. extra for each night shift or part thereof.

*General Orders under Rates of Wages Emergency Regulations  
1940*

8. 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.

*Terms of Employment*

9. (a) In the case of hourly workers, twenty-four hours' notice of termination of employment shall be given by either party.

(b) In the case of weekly employees, one week's notice of termination of employment shall be given by either party.

(c) An employer shall be entitled to make a rateable deduction from the wages of workers for time lost through sickness or default.

(d) Workers on being discharged shall be paid immediately on the termination of the employment.

(e) The employer may, in lieu of notice under this clause, in the case of hourly workers make payment of one day's pay, and in the case of weekly workers make payment of one week's pay.

(f) Workers employed at the coming into force of this award shall not have their wages reduced while they remain in the present employment.

*Equipment*

10. The employer shall provide all necessary tools required for carrying out the work in the factory.

*General Conditions*

11. Suitable accommodation wherein employees may keep their clothes and take their meals shall be provided.

*Meal-money*

12. Workers required to work overtime after 6 p.m. shall be supplied with a meal or receive a payment of 1s. 9d. in lieu thereof.

*Right of Entry*

13. The secretary or other authorized officer of the local union of workers concerned 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 and there interview any workers, but not so as to interfere unreasonably with the employer's business.

*Disputes*

14. The essence of this award being that the work of the employers shall not on any account whatsoever be impeded but 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 whatsoever arising out of or connected therewith and not dealt with in this award, every such dispute or difference shall be referred to a committee to be composed of two representatives of each side, together with an independent chairman to be mutually agreed upon or, in default of agreement, to be appointed by the Conciliation Commissioner for the district. Either side shall have the right to appeal to the Court within fourteen days after such decision has been made known to the party desirous of appealing.

*Workers to be Members of Union*

15. (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.)

*Application of Award*

16. This award shall apply to employees of Horn Buttons and Accessories, Ltd., whilst engaged on work coming within the provisions hereof.

*Term of Award*

17. This award shall come into force on the 23rd day of April, 1945, and shall continue in force until the 23rd day of April, 1946.

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 19th day of April, 1945.

[L.S.]

A. TYNDALL, Judge.

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MEMORANDUM

In making the award, which embodies the terms of settlement arrived at by the assessors in Conciliation Council, the Court has had regard to the provisions of the Economic Stabilization Emergency Regulations 1942.

Clause 1 has been incorporated in the award in the form in which it was agreed upon by the assessors in Conciliation Council. It is pointed out, however, that it is doubtful whether the membership rule of the applicant union is sufficiently wide in scope to enable it to cover workers employed in the manufacture of buttons and accessories from casein, wood, or material other than hoofs, horns, or bones of animals.

A. TYNDALL, Judge.

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