

TARANAKI AND WELLINGTON **TANNERS.**—AWARD.

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

In the Court of Arbitration of New Zealand, Taranaki and Wellington 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 Wellington and Taranaki Soap, Candle, and Related Trades' Employees' Industrial Union of Workers,

(hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Blandford, H. H., Coleman Place, Palmerston North.
 Felt and Textiles, Ltd., P.O. Box 215, Wanganui.
 Lamba Wools, Ltd., Aramoho, Wanganui.
 McBeath, Prisk, and Co., Main Road, Awatoto, Napier.
 Payes Bros., Ltd., Seaview Road, Lower Hutt.
 Stratford Tannery Co., Ltd., Stratford.
 Tanneries, Lower Hutt.
 Taranaki Farmers' Tannery Co. (V. Duff, Secretary),
 New Plymouth.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the terms of settlement arrived at in the above-mentioned dispute and forwarded directly to the Court pursuant to the provisions of section 3 of the Industrial Conciliation and Arbitration Amendment Act (No. 2), 1939, 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 day of the date hereof, and shall continue in

force until the 6th day of December, 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 6th day of December, 1945.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Industry to which Award applies

1. This award shall apply to the tanning industry.

Hours of Work

2. (a) The ordinary hours of work shall not exceed forty per week or eight per day, to be regulated by the employer according to the special requirements and circumstances of his business, but so that the ordinary hours of work shall be made to fall between 7 a.m. and 5 p.m. on five days of the week (Monday to Friday, both days inclusive).

(b) Two or three shifts of eight hours each may be worked, if necessary, on five days of the week (Monday to Friday, both days inclusive). Workers employed on shift-work between the hours of 5 p.m. and 7 a.m. shall during each shift be allowed thirty minutes for a meal without deduction from wages. No worker under the age of twenty-one years shall be employed on the morning or evening shifts unless adult wages are paid. Any shift, other than one worked between the hours of 7 a.m. and 5 p.m., shall consist of eight consecutive hours, inclusive of crib-time.

(c) A worker employed on shift-work between the hours of 5 p.m. and 7 a.m. shall be paid 2s. per shift in addition to the wage specified in clause 3 hereof.

(d) Except in the case of shift-workers employed between 5 p.m. and 7 a.m. (who shall be allowed thirty minutes' crib-time in each shift), not less than three-quarters of an hour shall be allowed for dinner, between 12 noon and 1 p.m., unless otherwise mutually arranged between the employer and the workers.

(e) Five hours may be worked continuously without an interval for a meal in order to complete the day's work.

Wages

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

	Per Hour.	
	s.	d.
Carriers	3	0
Hand-fleshers	3	0
Machine-splitter (operator in charge of machine)	3	0
Bend sorter or classer	3	0
Colour-leather dyer (if responsible for formulæ and mixing dyes)	3	0
Shaving-machine operators	2	11
Machine-flesher	2	10½
Machine or hand unhairers	2	10
Machine or hand scudders	2	10
General hands	2	9

In the event of the introduction of a machine of a type not now used in the industry, the operator or assistant shall be paid 1d. per hour in addition to the minimum rate.

No worker while he remains in his present position of employment shall have his wage reduced by the operation of this award.

(b) When workers are required to enter flues or back-end smoke-boxes for the purpose of cleaning them or to chip and/or clean the interior of boilers while such boilers are laid off for inspection or overhaul, they shall be paid 2s. extra per day or part of a day while so employed.

Employment of Youths

4. (a) Youths may be employed at the following minimum rates of pay:—

	Per Week.		
	£	s.	d.
Under 16 years of age	1	7	6
16 to 16½ years of age	1	12	6
16½ to 17 years of age	1	17	6
17 to 17½ years of age	2	2	6
17½ to 18 years of age	2	10	0
18 to 18½ years of age	2	15	0
18½ to 19 years of age	3	2	6
19 to 20 years of age	3	12	6
20 to 21 years of age	4	5	0

(b) The number of youths employed shall not exceed one youth to every three or fraction of three workers over twenty-one years of age employed.

(c) No deduction shall be made from the weekly wages mentioned in this clause except for time lost by the worker through his own default, sickness, or accident.

(d) Youths substantially employed as beam-shed, tan-yard, or drum-hands shall be paid 15 per cent. above the scale set out in subclause (a) hereof.

General Orders under the Rates of Wages Emergency Regulations 1940

5. 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

6. (a) Time worked in any day outside of or in excess of the hours specified in clause 2 hereof shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

(b) In the case of shift-workers, overtime at the above-mentioned rates shall be paid in excess of the specified shift hours.

Holidays

7. (a) The following holidays shall be allowed and paid for: New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Christmas Day, Boxing Day, the birthday of the reigning Sovereign, and Anniversary Day or a day in lieu thereof.

(b) Workers shall be paid double rate in addition to their ordinary pay for work done on any holiday specified in subclause (a) hereof and double rates for work done on Sunday.

(c) Pieceworkers shall be paid the rates specified herein for timeworkers.

(d) When a holiday, other than Anzac Day, falls on a Sunday, such holiday shall be observed on the Monday following.

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

Payment of Wages

8. Wages shall be paid weekly not later than Thursday in the employer's time: Provided that fortnightly payment may be arranged by mutual agreement between the union and the employer.

Termination of Employment

9. Where the employment extends beyond one month, three days' notice of the termination of the employment shall be given by the employer or worker, as the case may be; but this shall not prevent the employer from summarily dismissing a worker for misconduct.

Tools and Equipment

10. The employer shall provide all tools, aprons, clogs, leggings, gloves, vamps, gum boots, respirators, and other equipment necessary to carry on the work.

Piecework

11. Where it is customary to work piecework, the rates of pay shall be mutually agreed upon between the employer and the local union.

Matters not provided for

12. If any dispute shall arise between the parties to this award upon any matter arising out of or in connection with this award, it shall be referred to a committee consisting of a representative of the employer and a representative of the union, who shall appoint an independent chairman. The committee may either decide the matter or refer it to the Court. Either party, if dissatisfied with the decision of the committee, 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.

General Conditions

13. (a) Standing-by time shall be paid for at ordinary rates.

(b) Suitable accommodation shall be provided for workers' bicycles.

(c) Where necessary, proper provision shall be made for dining and dressing accommodation and for drying wet clothes. Such accommodation shall be kept clean by the employer. The union shall appoint delegates, whose duty it shall be to see that the workers do everything in their power to keep the accommodation in a clean and tidy condition.

(d) Where necessary, suitable washing accommodation, with both hot and cold water, shall be provided.

(e) A supply of boiling water shall be available at meal-times.

(f) Men cleaning filters and ditches shall be paid 3d. per hour extra.

(g) A first-aid outfit shall be kept in a convenient place.

(h) Any worker, not having been informed before leaving work that there will be no work on the following day, who presents himself at the works shall, in the event of there being no work, receive not less than two hours' pay.

(i) Employers shall supply one pair of heavy boots yearly to tan-yards, lime-pit, and drum hands, fleshers, scudders, and unhairers in unusually wet places, or in lieu thereof the employer shall pay a boot allowance of 7d. per week to each worker; but the provisions of this subclause shall not apply in the Taranaki District.

(j) A worker covered by this award shall not be required to work at night unless some other person is in the building or within call.

Workers to be Members of Union

14. (a) Subject to the provisions of subsection (5) of section 18 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.

(c) Every person who, being obliged to become a member of any union by the operation of the foregoing provisions, fails to become a member of that union when requested so to do by his employer or any officer or representative of the union, commits a breach of this award, and shall be liable accordingly.

(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

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.

Right of Entry upon Premises

16. The secretary or other authorized officer of the union of workers shall, with the consent of the employer (which consent shall be not 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.

Extension of Hours under Factories Act

17. Pursuant to the provisions of section 3 of the Factories Amendment Act, 1936, the limits of hours fixed by subsection (1) of that section are hereby extended upon the terms of this award in respect of every occupier of a factory bound by 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 districts to which this award relates.

Scope of Award

19. This award shall operate throughout the Wellington and Taranaki Industrial Districts.

Term of Award

20. This award shall come into force on the day of the date hereof, and shall continue in force until the 6th day of December, 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 6th day of December, 1945.

[L.S.]

A. TYNDALL, Judge.

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.

A. TYNDALL, Judge.