

NEW ZEALAND (EXCEPT TARANAKI AND NELSON) **FOOTWEAR
MANUFACTURING EMPLOYEES**—AMENDMENT OF AWARD

In the Court of Arbitration of New Zealand.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and the Economic Stabilization Regulations 1952; and in the matter of the New Zealand (except Taranaki and Nelson) Footwear Manufacturing Employees award, dated the 10th day of July 1951, and recorded in 51 Book of Awards 1377.

IN pursuance and exercise of the powers vested in it by regulation 9 (1) of the Economic Stabilization Regulations 1952, and upon application made in that behalf by the association of workers party to the abovementioned award, this Court doth hereby order as follows:—

1. That the said award shall be amended in the manner following:—

(1) By deleting clause 9 and substituting the following clause:—

“ Wages of Adult Male Workers

“ 9. (a) (i) Adult male workers who have served an apprenticeship in the industry or who have had at least one year's experience on any of the operations listed in Schedule ' A ' annexed hereto shall be paid a minimum rate of 5s. per hour.

“ (ii) Adult male workers employed on operations listed in Schedule ' A ' but who have not served an apprenticeship in the industry nor have had one year's experience on such operations shall be paid a minimum rate of 4s. 10 $\frac{3}{4}$ d. per hour.

“(b) All other adult male workers shall be paid at the following minimum rates:—

		Per Hour.	
		s.	d.
“ For the first year	.....	4	6 $\frac{3}{4}$
“ For the second year	.....	4	8
“ Thereafter	.....	4	9”

(2) By deleting subclause (a) of clause 10 (Employment of Boys and Youths) and substituting the following subclause:—

“(a) Boys and youths, under the age of 21 years, other than those who by virtue of the work they perform come within the scope of the New Zealand Footwear Trade Apprenticeship Order, may be employed at any work, other than that specified in the schedule to the apprenticeship order, at the following weekly rates of wages:—

Age Commencing.	First Year.		Second Year.		Third Year.		Fourth Year.	
	First Six Months.	Second Six Months.	First Six Months.	Second Six Months.	First Six Months.	Second Six Months.	First Six Months.	Second Six Months.
Under 17	46/-	58/-	70/-	82/-	95/-	109/-	125/-	144/-
17 to 18	58/-	70/-	82/-	95/-	109/-	125/-	144/-	..
18 to 19	82/-	95/-	109/-	125/-	144/-	..	..	..
19 to 20	109/-	125/-	144/-	..	..	..	..	..
20 to 21	144/-	144/-	..	..	..	..	..	..

Thereafter, adult rates.”

(3) By deleting clause 12 and substituting the following clause:—

“ *Wages of Adult Females*

“12. (a) Except where otherwise provided in subclauses (d) and (e) of clause 13 of this award, the minimum wage for females working at the boot and shoe industry shall be £6 4s. per week.

“(b) Females employed operating liquid-wax-thread machines shall be paid an additional 8s. 8d. per week.”

(4) By deleting subclauses (d) and (e) of clause 13 (Female Assistants) and substituting the following subclauses:—

“(d) The minimum weekly rates of wages for female assistants shall be:—

Age Commencing.	First Year.		Second Year.		Third Year.		Fourth Year.		Fifth Year.	
	First Six Months.	Second Six Months.	First Six Months.	Second Six Months.	First Six Months.	Second Six Months.	First Six Months.	Second Six Months.	First Six Months.	Second Six Months.
Under 16	42/-	49/-	56/-	63/-	73/-	82/-	89/-	96/-	104/-	106/-
16 to 17	50/-	57/-	64/-	73/-	82/-	89/-	96/-	102/-	105/-	..
17 to 18	55/-	62/-	70/-	78/-	85/-	93/-	105/-	..	..	..
18 to 19	65/-	72/-	79/-	87/-	97/-	105/-	..	..	..	..
19 to 20	73/-	80/-	96/-	104/-	..	..	..	..	..	..
20 to 21	94/-	104/-	..	..	..	..	..	..	..	..
21 and over ..	106/-	..	..	..	..	..	..	..	..	..

“(e) An assistant employed on liquid-wax-thread machines shall receive an additional 8s. 8d. per week.”

(5) By deleting clause 15 (Increase in Rates of Remuneration).

(6) By deleting the figure and symbol "3s." wherever they appear in subclause (a) of clause 16 (General Provisions) and substituting in each case the figures and symbols "3s. 6d."

2. That this order shall be deemed to have come into force on the 1st day of September 1952.

Dated this 30th day of September 1952.

[L.S.]

W. F. STILWELL, Judge.

MEMORANDUM

The wage rate in clause 12 (a) for adult female workers was settled by the Court but in other respects the amendment gives effect to an agreement of the representatives of the parties.

The rates of remuneration prescribed in the award are *not* to be increased by the application of the provisions of the Court's general order of the 30th January 1951.

Mr. Allerby disagrees with the rate fixed for adult female workers and his dissenting opinion follows.

W. F. STILWELL, Judge.

DISSENTING OPINION OF MR. ALLERBY

I dissent from the majority decision of the Court in respect of the wage rate fixed for adult females to give effect to the Court's standard wage pronouncement. The adult female rate in this award did bear some close relationship to the adult female rate in certain similar industries, and in my opinion that relationship should be maintained. The Court has widened this relative margin in this amendment and I disagree entirely with such action.