

**NORTHERN INDUSTRIAL DISTRICT FLOCK, FELT, FEATHER AND  
ALLIED PRODUCTS WORKERS—AWARD**

In the Court of Arbitration of New Zealand, Northern Industrial District—  
In the matter of the Industrial Conciliation and Arbitration Act 1954; and  
in the matter of an industrial dispute between the Auckland United Furniture  
and Related Trades Industrial Union of Workers (hereinafter called “the  
union”) and the under-mentioned firms and companies (hereinafter called “the  
employers”):

Grant, John, and Co. Ltd., Flock Manufacturers, Lower Nelson Street,  
Auckland.

Sleepyhead Bedding Co. (1935) Ltd., 17 Pitt Street, Auckland.

Takle Bros. Ltd., 49 Sale Street, Auckland.

Tattersfield Ltd., Richmond Road, Grey Lynn.

Witter, J. A., and Co. (N.Z.) Ltd., 46 Queen Street, Onehunga.

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 130 of the Industrial Conciliation and Arbitration Act 1954, 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 8th day of December 1961 and thereafter as provided by section 152 of the Industrial Conciliation and Arbitration Act 1954.

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 8th day of June 1960.

[L.S.]

A. TYNDALL, Judge.

#### SCHEDULE

##### *Definitions*

1. This award shall apply to workers employed in feather grading, washing, sterilising, sorting, cutting materials for flock, felt, or padding, cutting similar materials for industrial purposes or other uses, operating flockmaking machines, felt-making machines, feather-grading machines, cotton-wool making machines, and padding-making machines, glazing and drying padding or wadding, cotton-wool wrapping, clearing and baling of flock, and baling of clippings and similar materials for local use or export.

##### *Hours of Work*

2. (a) The ordinary hours of work shall not exceed eight per day, and, except in the case of shift workers, shall be worked between the hours of 7.30 a.m. and 5 p.m. from Monday to Friday, both days inclusive.

(b) Not less than 45 minutes shall be allowed for lunch; but in cases where the majority of the workers in any factory agree with the employer for a lesser period, not less than 30 minutes shall be allowed.

##### *Wages*

3. (a) The minimum rate of wages for male workers 21 years of age and over shall be 5s. 9½d. per hour.

(b) Youths may be employed in the proportion of one youth to each two adult male workers at the following weekly rates of wages:

		Per Week		
		£	s.	d.
From 15 to 15½ years of age	.....	2	17	6
From 15½ to 16 years of age	.....	3	8	0
From 16 to 16½ years of age	.....	3	17	11
From 16½ to 17 years of age	.....	4	13	5
From 17 to 18 years of age	.....	5	8	11
From 18 to 19 years of age	.....	6	5	8
From 19 to 20 years of age	.....	7	5	6
From 20 to 21 years of age	.....	8	9	2

Thereafter the rate as prescribed in subclause (a) of this clause.

Provided that any male worker who has served five years prior to reaching the age of 21 years shall be paid the full rate as prescribed in subclause (a) of this clause.

(c) Workers employed cleaning dust-boxes, except where dust is automatically packed and bagged into dust-proof bags, shall be paid 11s. 7d. per hour irrespective of when so employed.

(d) Females may be employed at the following weekly rates of wages:

		Per Week		
		£	s.	d.
From 15 to 15½ years of age	.....	2	15	0
From 15½ to 16 years of age	.....	3	5	4
From 16 to 16½ years of age	.....	3	12	4
From 16½ to 17 years of age	.....	4	3	6
From 17 to 18 years of age	.....	4	12	9
From 18 to 19 years of age	.....	5	3	4
From 19 to 20 years of age	.....	5	14	6
From 20 to 21 years of age	.....	6	8	11

Thereafter not less than £7 11s. per week: Provided that any female worker who has served four years prior to reaching the age of 21 years shall be paid not less than £7 11s. per week.

(e) The proportion of junior females shall not exceed two juniors to each adult female worker.

#### *Requirements of Economic Stabilisation Regulations*

4. No worker bound by this award shall in any week be paid a lesser amount by his employer than the worker would have been entitled to be paid under this award if it had specifically applied the general order of the Court dated 18 September 1959 otherwise than by incorporation pursuant to the pronouncement of the Court dated 18 September 1959.

#### *Payment of Wages*

5. Wages shall be paid weekly, not later than Thursday, on the premises or works of the employer, and before the ordinary time of ceasing work. When any holiday falls on a Friday wages shall be paid not later than Wednesday.

*Overtime*

6. (a) All time worked outside or in excess of the hours mentioned in clause 2 and clause 11 (a) of this award shall be deemed to be overtime and shall be paid for at time and a half for the first three hours and double time thereafter: Provided that all work done after 9 p.m. and before 7.30 a.m. shall be paid for at double time rates, except that preparatory work only done between 7 a.m. and 7.30 a.m. shall be paid for at time and a half rates.

(b) Work done on Saturday morning between the hours of 7.30 a.m. and noon shall be paid for at time and a half rates. For all work done in excess of four hours or after 12 noon on Saturday, double time rates shall be paid.

*Holidays*

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

(b) Payment for the said holidays shall be made at the same rate as for an ordinary working-day when the holiday falls on an ordinary working-day.

(c) Subject to section 28 of the Factories Act, the employer shall pay one-tenth of a day's ordinary wages to each worker in respect of each ordinary day worked by him for that employer during the fortnight ending on the day of any holiday referred to in subclause (a) of this clause.

(d) Should any of the prescribed holidays, except Anzac Day, fall on a Saturday or a Sunday, such holiday shall be observed and paid for on the next ordinary working-day or days.

(e) Any work done on Sunday or any of the above-mentioned holidays shall be paid for at double time rates. In the case of weekly wage workers the said payment shall be in addition to the ordinary weekly wage.

(f) The provisions of the Annual Holidays Act 1944, shall apply to workers covered by the provisions of this award, but in the case of shift-workers regularly required to work on shifts that fall outside of the hours between 6 a.m. and 6 p.m. the annual holiday period shall be three weeks.

(g) Notice of closing down for Christmas holidays shall be posted in a conspicuous place at least one month before the holidays.

*Meal-money*

8. Employers shall allow meal-money at the rate of 5s. per meal to the workers when they are called upon to work overtime after 5 p.m. on any day or after 12 noon on Saturday or Sunday: Provided that such workers cannot reasonably get home to their meals and return within one hour. Such meal hour shall not exceed one hour in duration: Provided, further, that such payment shall be made to the workers each day before commencing overtime.

*Termination of Employment*

9. Except in the case of weekly wage workers, not less than two hours' notice shall be given by either party of the termination of employment. In the case of weekly wage workers, not less than one week's notice of the termination of the employment shall be given by either party. Nothing in this clause shall prevent any employer from summarily dismissing any worker for serious misconduct.

*General Conditions*

10. (a) A break of 10 minutes each morning and afternoon shall be allowed for morning and afternoon tea without deduction from wages: Provided that the afternoon break shall be allowed not later than one hour before the ordinary time of ceasing work.

(b) Suitable facilities for washing which shall include hot water, soap, and clean towels (or other suitable means of drying) shall be provided.

(c) Employers shall provide and keep in order a suitable lunch-room for workers to eat their meals, and facilities shall be provided for boiling water at meal-times.

(d) Employers shall provide individual lockers for storage of workers' street clothing during working-hours, or an adequate dressing-room free from dust.

(e) All tools shall be provided and kept in order by the employer, the worker to exercise all reasonable care to avoid any loss or undue damage to the tools.

(f) A standard first-aid kit shall be provided and maintained by the employer and kept in a convenient place and accessible to workers in case of accident. If a worker meets with an accident which necessitates medical or surgical attention transport shall be provided by the employer where necessary for conveying the worker to a doctor or hospital.

(g) Male workers while engaged in clearing and baling, sorting and/or cutting, feeding into flockmaking machines or felt-making machines, or teasing-machines unsterilised material that has been worn or used shall be paid 4s. 3d. per day extra.

(h) Female workers may be employed sorting workroom clippings or other unused material, but if called upon to sort material that has been worn or used such workers shall be paid at the full adult male rate for such work.

(i) Females shall not be employed in operating flock, felt, feather grading, padding or scutching machines or feeding carding machines.

(j) The employer shall provide reasonable facilities for supplying warmth for workers in the factory during cold weather.

(k) Where concrete floors exist in any factory, the workers shall be supplied with a floor covering of pinex or other similar suitable material to obviate standing on uncovered floors.

(l) Union representatives appointed to joint committees of employers and workers shall be allowed the required time off without pay to attend meetings convened by any particular Government Department.

### *Shifts*

11. (a) Shifts may be worked as required, but not more than eight hours a shift (including half an hour crib-time) nor five shifts in any week may be worked without payment of overtime.

(b) Where any part of a shift falls outside of the hours between 6 a.m. and 6 p.m. a shift allowance of 4s. a shift shall be paid in addition to ordinary rates of pay.

(c) Where two or more shifts are worked daily, unless otherwise agreed between the particular employer and his workers, men employed on shifts shall change shifts weekly.

(d) If shifts are being worked for less than three consecutive working-days outside of the hours prescribed in subclause (a) of clause 2 of this award, appropriate overtime rates shall be paid for the time so worked.

### *Disputes*

12. 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 specifically 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.

If the committee is unable to decide the question then the chairman shall give a decision or refer the matter to the Court.

Either side shall have the right to appeal to the Court against a decision of any such committee or chairman, upon giving to the other side written notice of such appeal within 14 days after such decision has been made known to the party desirous of appealing.

#### *Right of Entry*

13. The secretary or other authorised 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.

#### *Workers to be Members of Union*

14. (a) Subject to the provisions of sections 174 (5) and 175 of the Industrial Conciliation and Arbitration Act 1954, 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 18 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 21 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.

(d) Every employer shall, on written request from the union secretary, or branch secretary, supply the names, private addresses and occupations of all workers in his employ coming within the scope of this award, but not more often than three monthly periods.

(NOTE—Attention is drawn to section 174 (3) of the Industrial Conciliation and Arbitration Act 1954 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 14 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*

16. This award shall apply to the original parties named herein, and shall extend to and bind as subsequent party hereto every 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 district to which this award relates.

#### *Scope of Award*

17. This award shall operate throughout the Northern Industrial District.

#### *Term of Award*

18. This award shall come into force on the day of the date hereof and shall continue in force until the 8th day of December 1961.

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 8th day of June 1960.

[L.S.]

A. TYNDALL, Judge.

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#### MEMORANDUM

The only matters referred to and settled by the Court related to the term of the award and a claim by the applicant union of workers for a higher minimum wage rate for adult male workers who operate the machines mentioned in clause 1. In other respects the award embodies the terms of the memorandum of partial settlement arrived at in Conciliation Council.

A. TYNDALL, Judge.

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