

NORTHERN, TARANAKI, WELLINGTON, MARLBOROUGH, WESTLAND, AND
CANTERBURY FOOTWEAR MANUFACTURING EMPLOYEES—AMENDMENT
OF AWARD

In the Court of Arbitration of New Zealand—In the matter of the Industrial Conciliation and Arbitration Act 1954 and the Economic Stabilisation Regulations 1953: And in the matter of the Northern, Taranaki, Wellington, Marlborough, Westland, and Canterbury Footwear Manufacturing Employees Award, dated the 29th day of May 1959, and recorded in 59 Book of Awards 492.

WHEREAS on the 18th day of September 1959 the Court made a pronouncement under regulation 5A of the Economic Stabilisation Regulations 1953; and whereas the New Zealand Federated Footwear Trade Industrial Association of Workers, a party to the abovementioned award, has made application to the Court pursuant to regulation 5c of the said regulations to amend the said award by incorporating in such rates of remuneration as the Court thinks just and equitable, as an integral part of such rates, the effect of the general order dated the 18th day of September 1959; and whereas at the request of the Court made pursuant to paragraph 6 of the said regulation 5c the representatives of the original parties to the said award have conferred on the application and have sent to the Court the terms of the agreement arrived at; now, therefore, the Court, in pursuance and exercise of the powers conferred upon it by the said regulation 5c, 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 have had at least one year's experience on any of the operations listed in Schedules A, B, and C annexed hereto shall be paid a minimum rate of 6s. 8d. per hour.

(ii) Adult male workers employed on operations listed in Schedules A, B, and C 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 6s. 5½d. per hour.

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

	Per Hour	
	s.	d.
For the first year	5	11½
For the second year	6	0¼
Thereafter	6	2½

(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	75/-	90/-	105/6	120/3	139/-	156/4	176/9	198/6
17 to 18	90/-	105/6	120/3	139/-	156/4	176/9	198/6	..
18 to 19	120/3	139/-	156/4	176/9	198/6	..	..	..
19 to 20	156/4	176/9	198/6	..	..	..	..	..
20 to 21	198/6	198/6	..	..	..	..	..	..

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 £8 10s. 6d. per week.

(b) Females employed operating liquid-wax-thread machines and on the assembly of lifts by cement methods shall be paid an additional 12s. 5d. 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 ..	70/-	78/10	87/6	96/3	109/3	120/3	130/3	139/-	150/6	153/-
16 to 17 ..	80/-	88/9	98/-	109/3	120/3	130/3	139/-	148/-	151/9	..
17 to 18 ..	86/3	95/-	105/6	114/9	125/3	135/6	151/9	..	..	..
18 to 19 ..	98/9	107/3	116/6	127/9	140/6	151/9	..	..	..	..
19 to 20 ..	108/6	117/9	139/-	150/6	..	..	..	..	..	..
20 to 21 ..	136/6	150/6	..	..	..	..	..	..	..	..
21 and over	153/-	..	..	..	..	..	..	..	..	..

(e) An assistant employed on liquid-wax-thread machines shall receive an additional 12s. 5d. per week.”

(5) By deleting clause 14 (Increase in Rates of Remuneration).

(6) By deleting subclause (c) of clause 18 (Piecework or Bonus System) and substituting the following subclause:

“(c) Except as otherwise provided in this subclause no variation or cancellation of any agreement shall be made without the concurrence of the employer, employee, and union secretary. Failing an agreement, the Conciliation Commissioner for the district will set up a disputes committee as provided in the award, who shall decide: Provided that any existing bonus scheme may be varied by the employer so that on the incorporation of the 24 per cent general order into this award the amount of bonus payable shall not be varied solely as a result of such incorporation.”

(7) By deleting from the undermentioned clauses the figures and symbols set out in the first column hereunder and substituting in each case the figures and symbols respectively set out in the second column hereunder:

			First Column	Second Column
			s. d.	s. d.
Clause 3 (b) (iv)	.....	.....	2 10½	3 6¾
			3 6	4 4
Clause 16 (a)	.....	.....	4 6	5 0
			4 6	5 0

2. That this order shall be deemed to have come into force on the first day of the working week in each establishment commencing on or after the 17th day of August 1960.

Dated this 23rd day of August 1960.

[L.S.]

A. TYNDALL, Judge.