

NORTHERN, WELLINGTON, CANTERBURY, AND OTAGO AND SOUTHLAND  
**FUR-WORKERS—AWARD**

*[Filed in the Office of the Clerk of Awards, Christchurch]*

In the Court of Arbitration of New Zealand, Northern, Wellington, Canterbury, and Otago and Southland Industrial Districts—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the New Zealand Federated Clothing Trade Employees Industrial Association of Workers (hereinafter called “the union”) and the under-mentioned persons, firms, and companies (hereinafter called “the employers”):

NORTHERN INDUSTRIAL DISTRICT

Ellis, D. L., 54 City Chambers, Victoria Street, Auckland.  
Imperial Fur Manufacturing Co. Ltd., 228 Queen Street, Auckland.  
Johnstone, G. C., Ltd., 215 Pacific Buildings, Wellesley Street, Auckland.  
Mooneys (N.Z.) Ltd., 15-17 O’Connell Street, Auckland.

WELLINGTON INDUSTRIAL DISTRICT

Everson, F. G., Ltd., 27 Coleman Place, Palmerston North.  
Forrester, L. J., Kings Chambers, Willeston Street, Wellington.  
Goodman, A., 40 Willis Street, Wellington.  
Mooneys (N.Z.) Ltd., 74 Victoria Street, Wellington.  
Pattison Ede Furs (North Island) Ltd., 215 Lambton Quay, Wellington.  
Russell Furs Ltd., 62 Willis Street, Wellington.  
Siberian Fur Manufacturing Co. Ltd., 101 Willis Street, Wellington.

CANTERBURY INDUSTRIAL DISTRICT

Grounds, J. S., and Co., 96 Lichfield Street, Christchurch.  
Langley, David, 229 High Street, Christchurch.

OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT

Mooneys (N.Z.) Ltd., 275 Stuart Street, Dunedin.  
Mutual Furs (Dunedin) Ltd., 133 George Street, Dunedin.  
N.Z. Fur Co. Ltd., 132 George Street, Dunedin.  
Stevens, I. S., Furrier, 2 Esk Street, Invercargill.

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 as hereinafter provided and shall continue in force until the 31st day of December 1963 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 23rd day of November 1962.

[L.S.]

K. G. ARCHER, Judge.

#### SCHEDULE

##### *Interpretation*

1. This award shall apply to persons engaged in the making or remodelling of fur coats, capes, necklets, collars, muffs, or any fur article, and shall include alterations, repair work on garments, or renovation and relining of all classes of fur garments or articles.

##### *Classification*

2. (a) The classes of workers recognised by this award are journeymen, journeywomen, female apprentices, and improvers.

(b) A "journeywoman" is a female worker who has served four years at the trade or who commenced to learn the trade at 21 years of age or over and has served for 18 months.

(c) A "journeyman" is a male worker who has served five years at the trade.

(d) An "apprentice" is a female worker who has served less than three years in the trade.

(e) An "improver" is a female worker who has served more than three years, but less than four years, at the trade.

##### *Hours of Work*

3. The ordinary hours of work shall be 40 per week, to be worked from 8 a.m. to 5 p.m. each day, Monday to Friday inclusive.

*Wages of Female Apprentices and Improvers*

4. The minimum wages of female apprentices (whether their term of apprenticeship commenced under this or any previous award) and improvers employed in any capacity shall be at the following weekly rates:

	Per Week		
	£	s.	d.
<b>Apprentices:</b>			
For the first six months	4	5	0
For the second six months	4	15	6
For the third six months	5	11	0
For the fourth six months	6	6	8
For the fifth six months	7	2	6
For the sixth six months	7	18	4
<b>Improvers:</b>			
For the fourth year	8	8	4
Thereafter, journeywomen's rates.			

Provided that workers commencing over 16 years of age shall receive 10s. per week in advance of the above rates, but this proviso shall not operate so as to increase journeywomen's rates: Provided, also that workers over 21 years of age shall be paid not less than £7 7s. 6d. per week.

*Female Apprentices*

5. (a) The proportion of apprentices shall not exceed two apprentices to one journeywoman.

(b) The term of apprenticeship shall be three years; each worker shall also serve a term of one year as an improver.

(c) The apprentice shall serve the full term under competent supervision and shall be taught the branch or branches of the trade to which she is apprenticed. The term "branch or branches of the trade" in this award shall be held to mean (1) fur-machining; and (2) fur-finishing, to include all table work, lining-cutting, and lining-machining.

(d) It shall be obligatory on the part of the employer to pay the wages stipulated in this award and to teach the apprentice the work she is required to do in the branch of the trade to which she is apprenticed. Any apprentice who has served a period at a branch of a kindred trade shall have such time counted as part of the apprenticeship as though it has been served at the branch of the trade to which she is apprenticed.

(e) The employer shall not dismiss the apprentice for the want of work, but shall in such case provide her with another employer within reasonable distance who shall continue the first employer's obligations as to teaching and wages.

(f) When the full time of apprenticeship is served, the employer shall give the apprentice a certificate showing the time served.

(g) Should an employer dismiss an apprentice for good cause, he shall nevertheless give her a certificate for the time served.

(h) It shall be obligatory on the part of the apprentice to remain with the employer until the full time is served, unless dismissed for misconduct or discharged by removal from the locality or other sufficient cause.

(i) Notice of dismissal, transference, or discharge by operation of law shall be given by the employer to the Inspector of Awards, who, if requested to do so by the secretary of the local union, shall furnish such secretary with the information supplied by the employer with regard to any particular apprentice or apprentices.

(j) Three months' probation shall be allowed the first employer of any apprentice to determine her fitness, such three months to be included in the period of apprenticeship.

(k) Time lost on account of illness amounting on the whole to more than one month in the year shall be made up by the apprentice before she shall be deemed to have entered upon her next succeeding year of service.

(l) No deduction shall be made from the wages of any apprentice except for time lost through sickness, accident, or default of the apprentice.

#### *Journeywomen's Wages*

6. (a) Journeywomen employed fur-machining and/or fur-finishing shall be paid £9 2s. 6d. per week.

(b) A female worker commencing at the trade when over 21 years of age shall be paid:

	Per Week		
	£	s.	d.
For the first six months .....	7	7	6
For the second six months .....	7	12	6
For the third six months .....	7	18	4
For the fourth six months .....	8	3	4
For the fifth six months .....	8	8	4
Thereafter at journeywomen's rates.			

#### *Cutters, Nailers, and/or Trimmers*

7. The minimum rate of wages shall be as follows:

	Per Week		
	£	s.	d.
Cutters .....	14	6	8
Nailers, and/or trimmers .....	13	16	8

#### *Male Machinists*

8. Youths may be employed at machining in the proportion of one youth to each three or fraction of three adults at not less than the following rates of pay:

	Per Week		
	£	s.	d.
For the first six months .....	4	7	0
For the second six months .....	4	17	6
For the third six months .....	5	18	4
For the fourth six months .....	6	18	4
For the fifth six months .....	7	18	4
For the sixth six months .....	9	0	0
For the seventh six months .....	10	0	0
For the eighth six months .....	11	1	8
Thereafter .....	13	10	0

Provided that workers commencing over 16 years of age shall receive 7s. 6d. per week in advance of the above rates, and over 17 years of age 10s. per week in advance of the above rates, and over 18 years of age 12s. 6d. per week in advance of the above rates; but this proviso shall not operate so as to increase the rate of £13 10s.

#### *Part-time Workers*

9. A weekly worker whose engagement is for less than 40 hours per week shall be paid the *pro rata* rate calculated on the ordinary weekly wage.

#### *General Conditions*

10. (a) All pelts dressed with Chinese dressing shall be drummed before cutting.

(b) A 10-minute rest period shall be allowed in the morning and afternoon to all workers.

(c) Facilities for boiling water shall be provided to enable tea to be made for morning, lunch, and afternoon rest periods.

(d) Seats for machinists and table hands shall be provided with back rests at the request of the workers concerned.

(e) The employer shall supply all necessary needles and tape measures.

#### *Overtime*

11. (a) All time worked on Saturday mornings and before the ordinary time for starting and after the ordinary time for ceasing work on any other day shall be deemed to be overtime and shall be paid for at the rate of time and a half for the first three hours and double time thereafter. Twenty-four hours' notice shall be given by the employer to any worker called upon to work overtime after the ordinary time for ceasing work. When less than 24 hours' notice has been given 5s. 2d. shall be paid for tea-money. Where a worker has been notified on the previous day that he or she will be required to work overtime and overtime is not made available tea-money shall be provided. Where a factory has a cafeteria, a suitable hot meal may be provided in lieu of payment of the meal allowance.

(b) Double rates shall be paid for any work done on Saturday afternoon, Sunday, or any of the following holidays: Christmas Day, Boxing Day, New Year's Day, the day following New Year's Day, Good Friday, Easter Monday, the birthday of the reigning Sovereign, Anzac Day, Labour Day, and Anniversary Day or the day observed in lieu thereof.

(c) No worker regularly employed by an employer during the hours fixed by clause 3 of this award shall work for another employer in the industry outside of those hours.

(d) No employer party to this award shall employ any worker outside of award hours unless he also employs such worker during the ordinary hours of work.

#### *Holidays*

12. (a) The following shall be observed as holidays and shall be paid for at the same rate as ordinary working days: Christmas Day, Boxing Day, New Year's Day, the day following New Year's Day, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, and Anniversary Day or a day in lieu thereof to be agreed upon between the secretary of the employers' association and the secretary of the union.

(b) The provisions of the Public Holidays Act 1955, which deal with the observance of and payment for holidays which fall on Saturdays and Sundays, shall apply to the holidays specified in this award.

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

(ii) Upon completion of 10 years' continuous employment with the same employer, a worker shall be granted in respect of each further year of employment with that employer, an annual holiday of three weeks instead of two weeks allowed under the Annual Holidays Act 1944: Provided that the additional week shall be granted at a time convenient to the employer.

(iii) Where it is customary for any employer to allow annual holidays to his workers or to any class of his workers during a period in each year when his premises are closed or the work of those workers is for any reason discontinued, and at the date of the commencement of any such period any such worker has not become entitled to an annual holiday, then, subject to any agreement under

the proviso of subsection (2) of section 3 of the Annual Holidays Act 1944, that worker, notwithstanding any other provisions of this award, shall not be entitled to any wages for the two weeks following that date but the employer shall before that date pay to him in addition to all other amounts due to him at that date, including amounts to which he is entitled in respect of special holidays, an amount equal to one twenty-fifth of his ordinary pay for the period of his employment up to that date, and for the purposes of the Annual Holidays Act the next year of his employment shall be deemed to commence on that date.

#### *Payment of Wages*

13. (a) Wages shall be paid weekly not later than Thursday in any case and not later than the usual closing time in the factory. Where a holiday falls on a Thursday and/or Friday wages shall be paid on the preceding Wednesday. Not more than two days' pay shall be kept in hand by the employer.

(b) All wages shall be paid on the termination of employment.

#### *Deductions from Wages*

14. An employer shall be entitled to make a rateable deduction from the wages of any worker for any time lost by him or her through sickness, accident, or default.

#### *Piecework*

15. Piecework shall be prohibited.

#### *Bonus System*

16. (a) In all cases where a bonus is paid, the basis on which the bonus is calculated shall be negotiated between representatives elected by the workers directly concerned in the factory, the employer, and a representative of the workers' union. Should it become impossible to reach agreement, any of the above-mentioned parties may refer the question to the Conciliation Commissioner for the industrial district in which the factory is situated for decision. Any party dissatisfied with the decision of the Commissioner may appeal to the Court upon giving written notice of such appeal to the other parties within 21 days after such decision shall have been communicated to the party desirous of appealing.

(b) In factories where a bonus system is in operation, no deduction shall be made from the bonus in respect of any holidays prescribed by this award or by the Factories Act.

#### *Termination of Employment*

17. (a) The employment shall be deemed to be a weekly employment, but employment may be terminated by either party on the giving of 24 hours' notice, such notice to include one working day.

(b) Payment of one day's wages may be made by the employer in lieu of giving notice. In the case of workers leaving without the required notice, one day's wages shall be forfeited.

#### *Interview with Employees*

18. The secretary or other representative of the union shall be permitted to interview workers at their place of employment once a month during working hours for the purpose of collecting contributions due to the union.

### *Matters Not Provided For*

19. The essence of this award being that the work of the employers and the employment of the workers 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 whatever arising out of or connected therewith and not specifically dealt with in this award, every such dispute or difference as the same shall arise shall be referred to a committee to be composed of two representatives of the employers and two representatives of the union for their decision. The decision of the majority of the committee shall be binding, and if no decision is arrived at, either party may appeal to the Court of Arbitration upon giving written notice of such appeal to the other party within 14 days after the failure of the disputes committee to arrive at a decision, or the disputes committee may itself refer the matter to the Court for decision.

### *Unqualified Preference*

20. (a) Any adult person engaged or employed in any position or employment subject to this award by any employer bound by this award shall, if he is not already a member of a union of workers bound by this award, become a member of such union within 14 days after his engagement, or after this clause comes into force, as the case may require.

(b) Subject to subclause (a) hereof, every adult person so engaged or employed shall remain a member of a union of workers bound by this award so long as he continues in any position or employment subject to this award.

(c) Every worker obliged under subclause (a) hereof to become a member of a union who fails to become a member, as required by that subclause, after being requested to do so by an officer or authorised representative of the union, and every worker who fails to remain a member of a union in accordance with subclause (b) hereof commits a breach of this award.

(d) Every employer bound by this award commits a breach of this award if he continues to employ any worker to whom subclauses (a) and (b) apply, after having been notified by any officer or authorised representative of the union that the worker has been requested to become a member of the union and has failed to do so, or that the worker having become a member of the union has failed to remain a member.

(e) For the purposes of this clause "adult person" means a person of the age of 18 years or upwards, or a person who for the time being is in receipt of not less than the minimum rate of wages prescribed for adult workers by this award.

(NOTE—Attention is drawn to section 174H of the Industrial Conciliation and Arbitration Act 1954 which gives to workers the right to join the union.)

### *Under-rate Workers*

21. (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*

22. 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 districts to which this award relates.

#### *Scope of Award*

23. This award shall operate throughout the Northern, Wellington, Canterbury, and Otago and Southland Industrial Districts.

#### *Term of Award*

24. This award, in so far as the provisions relating to the rates of wages to be paid are concerned, shall be deemed to have come into force on the first day of the working week in each establishment commencing on or after the 12th day of November 1962, and so far as all other provisions of the award are concerned, it shall come into force on the day of the date hereof; and this award shall continue in force until the 12th day of May 1964.

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 23rd day of November 1962.

[L.S.]

K. G. ARCHER, Judge.

#### MEMORANDUM

The award, including the operative date of provisions relating to wages, incorporates the terms of settlement arrived at by the parties in the course of an inquiry held before a Council of Conciliation.

Upon being satisfied by supporting documentary evidence that an unqualified preference provision has been agreed to by all the assessors in accordance with section 174B of the Industrial Conciliation and Arbitration Act 1954 (as enacted by the Industrial Conciliation and Arbitration Amendment Act 1961), the Court has inserted clause 20 in the award in the form in which it was agreed upon in the Council of Conciliation.

The rates of remuneration prescribed by this award are *not* to be increased by the application of the provisions of the Court's general order of 4 July 1962.

K. G. ARCHER, Judge.