

Scope of Agreement

19. This agreement shall apply to the Dunedin City Corporation Electricity, Gas, Municipal, Water, Transport and Works Departments, also to the Dunedin Drainage and Sewerage Board.

Signed for and on behalf of the Dunedin City Council:

J. C. LUCAS, Town Clerk.

Signed for and on behalf of the Dunedin Drainage and Sewerage Board:

J. C. LUCAS, Secretary.

Signed for and on behalf of the New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers:

J. A. BOOMER, Secretary, Dunedin Branch.

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

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

In the Court of Arbitration of New Zealand, Northern, Taranaki, Wellington,
Marlborough, and Canterbury Industrial Districts. In the matter of the Industrial

Northampton Shoes Ltd., 6 Korari Street, Auckland.
 Orchid Footwear Ltd., 7 Commercial Place, Henderson.
 Paget Shoes Ltd., 148 Great North Road, Auckland.
 Parisian Shoes Ltd., 4 Warimu Place, Auckland.
 Perillo Bros. Ltd., 640 New North Road, Auckland.
 Perry Lawry and Co. Ltd., 105 Nelson Street, Auckland.
 Rawson, R. J., 4 Hereford Street, Newton, Auckland.
 Staples and Hardy Ltd., 28 Karaka Street, Auckland.
 Strida Shoes Ltd., 135 Dominion Road, Auckland.
 Superstyle Shoes Ltd., 13 St. James Street, Auckland.
 Swinton and Oates Ltd., Wagener Place, Mount Albert, Auckland.
 Trenwith Bros. Ltd., 27-29 Wakefield Street, Auckland.
 Vita Shoe Co. Ltd., 1 Kingdon Street, Auckland.
 Wilkins, F. R., Ltd., 909 Dominion Road, Auckland.
 Zenith Footwear Ltd., 146 Rockfield Road, Penrose, Auckland.

TARANAKI INDUSTRIAL DISTRICT

Berkley Footwear Ltd., 301 Broadway, Stratford.
 Burkes (New Plymouth) Ltd., P.O. Box 272, New Plymouth.

WELLINGTON INDUSTRIAL DISTRICT

Anton Distributors Ltd., 22 Egmont Street, Wellington.
 Bata Co. (N.Z.) Ltd., 53 Happy Valley Road, Wellington.
 British United Shoe Machinery Co. of N.Z. Ltd., Rata Street, Naenae, Lower Hutt.
 Craigie, C. A., and Co. Ltd., 19 Edward Street, Wellington.
 Davenport, T. J., and Sons, 2 Drummond Street, Wellington.
 De Luxe Shoe Co. Ltd., 387 Main Road, Trentham.
 Hannah, R., and Co. Ltd., Leeds Street, Wellington.
 Greatead Footwear Ltd., 39 Brunswick Street, Lower Hutt.
 Ideal Shoe Co. Ltd., 229 Biddiford Street, Wellington.

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 January 1969 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 9th day of August 1967.

[L.S.]

A. P. BLAIR, Judge.

Hours of Work

3. (a) The ordinary hours of work shall not exceed 40 per week nor eight per day to be worked on the five days of the week, Monday to Friday, both days inclusive, between the hours of 7.30 a.m. and 5 p.m. for male workers and between 8 a.m. and 5 p.m. for female workers: Provided that where power cuts or rationing or transport difficulties occur the foregoing clock hours may be varied by agreement between the union and the employer: Provided, further, that not more than four and a half hours shall be worked continuously, inclusive of overtime, without an interval of at least half an hour for a meal.

(b) Shifts may be worked in accordance with the following conditions on the manufacture of footwear and/or components except those which at the date of making of this award are covered by another award or industrial agreement:

- (i) This subclause shall have no application to a worker required to work shifts outside of the hours prescribed in subclause (a) of this clause on less than five consecutive working days.
- (ii) Shifts may be worked as required by the employer. The ordinary hours of work of a shift worker shall not exceed five consecutive eight-hour shifts, to be worked between the hours of midnight Sunday-Monday and 8 a.m. Saturday.
- (iii) The commencing hour for day shifts shall be not earlier than 7 a.m. instead of the commencing hour of 7.30 a.m. mentioned in subclause (a) of this clause, or such other hour as may be agreed upon by the employer and the local union secretary.
- (iv) Where three shifts per day are worked, a worker required to rotate his shift

the birthday of the reigning Sovereign, and Anniversary Day: Provided that some other day may be substituted for Anniversary Day by the mutual agreement of the employers and the union.

(b) Should any of the above holidays, except Anzac Day, fall on a Saturday or on a Sunday, they shall be observed on the next succeeding working days.

(c) Time worked on any of the abovenamed holidays or on Sundays shall be paid for at twice the ordinary rate. This payment shall be made in addition to any payment due under subclause (a) of this clause.

Annual Holiday

6. (a) Holidays shall be allowed in accordance with the Annual Holidays Act 1944: Provided that a worker, on the completion of the tenth and each subsequent year of continuous service with the same employer, shall be given three weeks' holiday: Provided, further, that in lieu of allowing the third week's holiday, the employer may by mutual consent pay the worker concerned one week's wages at the rate of ordinary pay.

(b) 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 that worker shall not be entitled to any wages for 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 any special holidays, an amount equal to one twenty-fifth

Wages

9. (a) Adult male workers who have completed an apprenticeship in the industry shall be paid 87 cents per hour.

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

						Per Hour cents
First year	..	..	..	..	..	74
Second year	..	..	..	..	..	77
Third year	..	..	..	..	..	80
Thereafter	..	..	..	..	..	84

This clause shall not operate to reduce the rate of wages of any worker at present employed so long as he remains in his present position of employment.

Employment of Boys and Youths

10. (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 and shall be paid not less than the following percentages of the wage rate prescribed in subclause (b) of clause 9 of this award for those who have completed three years:

						Percent
Under 17 years of age	..	..	..	..	..	45
17 to 18 years of age	..	..	..	..	..	52

Wages of Females

12. (a) The minimum hourly rates of wages for females shall be:

					Per Hour cents
Under 16 years of age .. .. .	..	..	..	..	27
16 to 17 years of age .. .. .	..	..	..	..	31
17 to 18 years of age .. .. .	..	..	..	..	35
18 to 19 years of age .. .. .	..	..	..	..	39
19 to 20 years of age .. .. .	..	..	..	..	43
20 to 21 years of age .. .. .	..	..	..	..	48
Thereafter .. .. .	..	..	..	..	55

Provided that females commencing work in the industry after reaching the age of 21 years shall be paid 52 cents per hour for the first six months and thereafter 55 cents per hour.

(b) Females employed operating hot liquid-wax-thread machines and on the assembly of lifts by cement methods shall be paid an additional \$1.36 per week. This subclause shall not operate to reduce the rate of wages of any worker at present employed so long as she remains in her present position of employment.

(c) Females employed on pre-welt sewing shall be paid not less than 55 cents per hour.

Part-time Workers

13. A worker whose engagement is for less than 40 hours per week shall be paid

Piecework or Bonus System

16. (a) A voluntary system of piecework or bonus payment, based on average standards of performance which shall enable a worker of average ability to earn at least 15 percent above the current award rate, may be operated in any section after the workers affected shall have sought the advice and assistance of the secretary of the local union.

Full details of any piecework or bonus scheme or any change or variation to any scheme must be set out in writing and a copy posted in the section to which it applies before it comes into force and a copy shall also be forwarded to the secretary of the union.

(b) No worker shall be compelled to work under a bonus or piecework system, nor shall a worker be dismissed on account of his refusal to work under such a system. Should a worker be dismissed the onus of proof that dismissal is not for this reason shall rest upon the employer.

Foremen, Forewomen, and Employers' Sons

17. (a) For the purposes of this clause the managing director shall be deemed to be the employer.

(b) Foremen, forewomen, employers' sons, and head designers shall not be eligible for membership of the union and shall be outside the scope of this award.

(c) The employer shall be entitled to a foreman or forewoman in each department where such foreman or forewoman is engaged at least 50 percent of his or her time in supervising work. Provided that no foreman or forewoman shall be exempted from

Right of Entry Upon Premises

21. (a) The secretary or other authorised officer of the union 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.

(b) The employer shall make available to the secretary of the union at the office of the employer, the names of all workers engaged within the previous month.

Unqualified Preference

22. (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) 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

24. 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

25. This award shall operate throughout the Northern, Taranaki, Wellington, Marlborough, and Canterbury Industrial Districts.

Term of Award

26. 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 17th day of July 1967, and