

CANTERBURY, AND OTAGO AND SOUTHLAND TANNERS —
AMENDMENT OF AWARD

In the Court of Arbitration of New Zealand, Canterbury, and Otago and Southland Industrial Districts—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of the Canterbury, and Otago and Southland Tanners Award, dated the 7th day of October 1969, and recorded in 69 Book of Awards p. 2074

Upon reading the joint application made by the original parties to the Canterbury, and Otago and Southland Tanners Award, dated the 7th day of October 1969: And upon being satisfied that the said parties are desirous that the award should be reviewed by it, The Court, in pursuance and exercise of the powers vested in it by section 162 (1) (b) of the Industrial Conciliation and Arbitration Act 1954, and with the consent of the said parties, doth hereby order as follows:

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

(1) By deleting subclause (a) of clause 3 (Wages) and substituting therefor the following subclause:

“(a) The following shall be the minimum rates of wages for adult workers:

	Per Hour	
	\$	
Machine splitter (operator in charge of machine) ..	1.10	
Colour leather dyer (if responsible for formulae and mixing dyes or pigments).. ..	1.10	
Bend sorter or classer	1.10	
Calf skin grader (responsible for weight and quality grading)	1.10	
Pelt grader	1.10	
Wool skin grader	1.10	
Hide and wool skin flesher	1.08	
Machine unhairers	1.08	
Machiner scudders	1.08	
Tanyard, limeyard, calfskin painters, drum hands and dolleymen	1.08	
Machine splitter's assistants	1.06	
Hair washer	1.06	
Chrome tanner's assistants	1.06	
Hand slickers and pasting unit workers	1.06	
Staking machinist	1.06	
Pelt flesher	1.06	
Rollerman	1.06	

							Per Hour \$
Shearing machine operator .. .. .	..	..	..	..	..	..	1.06
Striker or setting-out machinist .. .. .	..	..	..	..	..	..	1.05
Glazing machinists .. .. .	..	..	..	..	..	..	1.05
Sprayers and lacquer mixer .. .. .	..	..	..	..	..	..	1.05
Buffing and fluffing machinists .. .. .	..	..	..	..	..	..	1.05
Oil and chamois tanner .. .. .	..	..	..	..	..	..	1.05
Table hands setting out chrome .. .. .	..	..	..	..	..	..	1.05
Sammying machinist .. .. .	..	..	..	..	..	..	1.05
Hydro extractor operator .. .. .	..	..	..	..	..	..	1.05
Boarding machinists .. .. .	..	..	..	..	..	..	1.03
Ironing and embossing machinist .. .. .	..	..	..	..	..	..	1.03
Seasoning machinists and assistants .. .. .	..	..	..	..	..	..	1.03
Workers handling green or salted hides .. .. .	..	..	..	..	..	..	1.03
Shedmen applying dressing to sole leather and offal .. .. .	..	..	..	..	..	..	1.03
Trimming woollies .. .. .	..	..	..	..	..	..	1.03
Finish padding .. .. .	..	..	..	..	..	..	1.03
All other workers .. .. .	..	..	..	..	..	..	1.02

Provided that where new operators are being trained they shall be paid at the "all other workers" rate for a period of up to three weeks.

Operators or assistants on any power-driven machine with motive power in excess of 1 h.p. used in the industry not otherwise provided for in this award shall be paid 1.5 cents per hour in addition to the minimum rate for adult workers.

- (2) By deleting subclause (a) of clause 4 (Employment of Youths) and substituting therefor the following subclause:

"(a) Youths may be employed at the following minimum rates of pay:

							Per Week \$
Under 17 years of age .. .. .	..	..	..	..	..	..	22.00
17 to 18 years of age .. .. .	..	..	..	..	..	..	25.00
18 to 19 years of age .. .. .	..	..	..	..	..	..	28.00
19 to 20 years of age .. .. .	..	..	..	..	..	..	31.00
Thereafter adult rates.							

- (3) By deleting clause 7 and substituting therefor the following clause:

"ANNUAL HOLIDAYS

7. (a) Except as otherwise provided, every worker shall at the end of each year of his employment by any employer become entitled to an annual holiday of two weeks paid on the basis of the worker's average weekly taxable earnings, provided that the holiday pay does not exceed the worker's ordinary pay plus 30 per cent and provided, further, that in no case shall the holiday pay be less than the worker's ordinary pay at the time of taking the holiday. For the purposes of calculating a worker's average weekly taxable earnings for the year the employer may fix a close-off date other than the anniversary date of the worker's commencement of employment.

(b) (i) Upon completion of ten years' continuous service with the same employer each worker shall for the tenth and subsequent years be entitled to an annual holiday of three weeks instead of two weeks paid as prescribed in subclause (a) of this clause.

(ii) In lieu of the annual holidays provided in subclause (a) and subclause (b) (i) of this clause, shift workers regularly employed on shifts for which shift allowance is payable shall after 12 months' continuous service as such be granted three weeks' annual holiday paid as prescribed in subclause (a) of this clause.

Any worker who is employed for less than 12 months as a shift worker shall in addition to two weeks' annual holiday be granted an additional period representing the corresponding proportionate part of the one week extra which is granted to regular shift workers.

(iii) The third week's holiday provided for in this subclause may be taken in conjunction with or separately from the first two weeks as the employer may decide or in lieu of the third week's holiday one week's holiday pay may be paid by mutual agreement between the employer and the worker concerned.

(c) For the purposes of this clause lump sum special payments shall be excluded from the computation of average weekly taxable earnings, and ordinary pay shall be as defined in the Annual Holidays Act 1944.

(d) Where the holiday is taken in more than one period the amount payable under this clause shall be divided proportionately. Where a holiday is allowed wholly or partly in advance of the date fixed by the employer as provided in subclause (a) of this clause it shall be sufficient compliance with this clause for payment to be assessed on the percentage formula prescribed in subclause (e) of this clause subject to final adjustment and payment of any remainder after that date, provided that in no case shall the holiday pay be less than the worker's ordinary pay at the time of taking the holiday.

(e) Where the employment of any worker is terminated at the end of a period of employment which is not less than three weeks but less than one year, the employer shall forthwith pay to the worker, in addition to all other amounts due to him, an amount equal to 4 per cent of his gross taxable earnings but not exceeding 5.2 per cent of his gross ordinary pay for that period of employment.

(f) Where the period of employment is less than three weeks the amount to be paid as proportionate holiday pay shall be as prescribed by the Annual Holidays Act 1944.

(g) 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 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, an amount equal to 4 per cent of his gross taxable earnings but not exceeding 5.2 per cent of his gross ordinary pay for the period of his employment up to that date, and the next year of his employment shall be deemed to commence on that date.

(h) Where a worker is entitled to an annual holiday of three weeks instead of two weeks the provisions of subclause (e) and (g) of this clause shall be modified to provide payment of an amount equal to 6 per cent of the worker's gross taxable earnings but not exceeding 7.8 per cent of his gross ordinary pay for the period of his employment.

(i) The employer shall, where practicable, give at least two months' notice of the commencing date of annual holidays."

- (4) By deleting the figures and words "31st day of December 1970" where they appear in the enacting sheet and in clause 21 (Term of Award) and substituting therefor the figures and words "31st day of July 1971".

2. That this order shall come into force on the day of the date hereof, except that so far as it relates to the rates of wages to be paid it shall be deemed to have come into force on the first day of the pay week in each establishment commencing on or after the 1st day of August 1970.

Dated this 17th day of September 1970.

A.P. BLAIR, Judge.

MEMORANDUM

The following statement of the parties is recorded at their request:

“The rates of wages provided in these amendments reflect the intention of the parties that award wage rates and the actual rates paid in the industry should be in closer proximity. The unions have agreed that they will not seek to maintain existing above-award margins.

The parties further agree in line with this that the 10 cents per hour interim increase in part of the new award rates.”

A.P. BLAIR, Judge.