

**NORTHERN INDUSTRIAL DISTRICT GLOVE WORKERS—
AMENDMENT OF AWARD**

In the Court of Arbitration of New Zealand, Northern Industrial District—In the matter of the Industrial Conciliation and Arbitration Act 1954 and the Stabilisation of Remuneration Act 1971; and in the matter of the Northern Industrial District Glove Workers Award, dated the 5th day of May 1969, and recorded in 69 Book of Awards 783.

Upon reading the joint application made by the original parties to the Northern Industrial District Glove Workers Award, dated the 5th day of May 1969: and upon being satisfied that the said parties are desirous that the award should be reviewed by it in accordance with section 162 (1) (b) of the Industrial Conciliation and Arbitration Act 1954 and that the requirements of section 13 of the Stabilisation of Remuneration Act 1971 have been complied with and that the Remuneration Authority has given its consent, the Court, in pursuance and exercise of the powers conferred on it by section 162 of the Industrial Conciliation and Arbitration Act 1954 as qualified by section 13 of the Stabilisation of Remuneration Act 1971, and with the concurrence of the said parties, doth hereby order as follows:

1. That the said award (as amended by order of the Court dated 30 July 1970) shall be further amended in the manner following:

(1) By deleting clause 5 and substituting therefor the following clause—

“WAGES OF APPRENTICES AND IMPROVERS

5. The minimum wages for female apprentices and improvers employed in any capacity shall be at the following rates:

	Per Week
	\$
Apprentices—	
For the first six months	15.71
For the second six months	17.24
For the third six months	19.49
For the fourth six months	22.37
Improvers—	
For the fifth six months	24.24
For the sixth six months	26.43
Thereafter journeywomen's rates.	

Provided that workers commencing over 16 years of age shall be paid \$1.52 per week in addition to the above rates; but this proviso shall not operate so as to increase the journeywomen's rates: Provided, also, that workers over 21 years of age shall be paid not less than \$25.72 per week.”

(2) By deleting clause 8 and substituting therefor the following clause—

“JOURNEYWOMEN'S WAGES

8. (a) The minimum rate for journeywomen shall be \$30.32 per week.

(b) A female worker who has not had previous machining experience and who commences at 21 years of age or over, shall be paid \$25.50 per week for the first six months; \$26.25 per week for the second six months; and \$26.98 per week for the third six months, and thereafter at journeywomen's rates.

(c) A female employed as a hand cutter shall follow the rates in clause 5 of this award during her apprenticeship and improvership, and shall then be paid a minimum rate of \$32.96 per week."

(3) By deleting subclause (b) of clause 9 (Special Provisions Relating to Male Workers) and substituting therefor the following subclause—

	Per Week
	\$
"(b) Wages—	
First-class glove cutter	47.09
Second-class glove cutter or hand clicker	45.42
Press worker and clicking-machine operator	43.93

Provided that male workers commencing employment in the industry over 21 years of age shall be paid:

	Per Week
	\$
First year in the industry	41.69
Second year in the industry	43.19
Thereafter	45.42"

(4) By deleting clause 11 and substituting therefor the following clause—

"WAGES OF JUNIOR MALES

11. Junior males may be employed at the following rates of wages:

	Per Week
	\$
For the first six months	16.92
For the second six months	18.28
For the third six months	21.21
For the fourth six months	24.36
For the fifth six months	27.30
For the sixth six months	30.23
For the seventh six months	33.17
For the eighth six months	35.20
Thereafter	45.42

Provided that workers commencing over 16 years of age shall receive \$1.52 per week in advance of the above rates, and over 17 years of age \$1.99 per week in advance of the above rates, and over 18 years of age \$2.31 per week in advance of the above rates, but this proviso shall not operate so as to increase the rate of \$45.42."

2. That the amended rates of remuneration prescribed by this order shall not be increased by the application of the provisions of the general order dated the 3rd day of November 1970.

3. That this order 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 June 1971.

Dated this 20th day of August 1971.

(L.S.)

J. B. THOMSON, Judge.

MEMORANDUM

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

"The rates of wages provided in this amendment reflect the intention of the parties that award wage rates and the actual rates paid in the industry, should be in closer proximity.

The union has agreed that it will not seek to maintain existing above-award margins. Employers bound by this award shall have the right to offset against the new wage rates prescribed by this amendment any above-award payments and bonus payments previously paid."

J. B. THOMSON, Judge.