

## OTAGO FOOTWEAR MANUFACTURING EMPLOYEES – VARIATION OF INDUSTRIAL AGREEMENT

This industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954 this 19th day of December 1973 between J. B. Frame and Son; McKinlay's Footwear Company Limited; and Sargood Son and Ewen Limited; (hereinafter called "the employer") of the one part and the Dunedin Operative Bootmakers Industrial Union of Workers, (hereinafter called "the union") of the other part whereby it is mutually agreed by and between the said parties that the industrial agreement made between the parties on the 14th day of December 1972 shall be and is hereby varied in the manner following, that is to say,

By deleting clauses 9, 10 and 12 and substituting the following:

### WAGES OF ADULT MALE WORKERS

9. (a) The minimum rates of wages shall be as follows:

(i) Adult male workers who have completed an apprenticeship in the industry shall be paid \$1.6385 per hour.

(ii) Adult male workers who hold a Trade Certificate in footwear manufacture, shall be paid \$1.671 per hour.

(iii) Adult male workers who hold an Advanced Trade Certificate in footwear manufacture shall be paid \$1.7425 per hour.

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

	Per Hour \$
For the first six months . . . . .	1.2805
For the second six months . . . . .	1.313
For the third six months . . . . .	1.3455
For the fourth six months . . . . .	1.389
Thereafter . . . . .	1.4322

(c) For the purpose of this clause, workers under the age of 20 years who have completed an apprenticeship in the industry shall be deemed to be adult workers.

### EMPLOYMENT OF JUNIOR MALES

10. (a) Junior males under the age of 20 years, may be engaged in the industry and shall be paid not less than the following minimum rates:

	Per Hour c
Under 17 years of age . . . . .	70.525
Between 17 and 18 years of age . . . . .	85.7
Between 18 and 19 years of age . . . . .	104.15
Between 19 and 20 years of age . . . . .	120.45

Thereafter the rate prescribed in subclause (b) of clause 9 of this agreement in accordance with such worker's service up to the age of 20 years.

(b) The proportion of junior males employed under subclause (a) of this clause shall not exceed the ratio of one for each factory and thereafter in the ratio of not more than one junior male to every one apprentice employed in the factory under the New Zealand Footwear Trade Apprenticeship Order, with a maximum of six, in any one factory.

(c) On engaging any junior male under this clause the employer shall notify the union.

## WAGES OF FEMALES

12. (a) Adult female workers shall be paid at the following minimum rates:

	Per Hour
	<sup>c</sup>
First six months . . . . .	102.5
Second six months . . . . .	105
Third six months . . . . .	107.5
Fourth six months . . . . .	111.25
Thereafter . . . . .	114.5

(b) Junior females under the age of 20 years may be employed at the following minimum rates of pay:

	Per Hour
	<sup>c</sup>
Under 17 years of age . . . . .	56.5
17 to 18 years of age . . . . .	68.5
18 to 19 years of age . . . . .	83.25
19 to 20 years of age . . . . .	96.5

Thereafter the rate prescribed in subclause (a) of this clause in accordance with such workers service up to the age of 20 years.

(c) The rate for a fully skilled female sewing machinist who has worked five consecutive years with the same employer and is capable of performing all sewing machine operations necessary to fully close a leather upper shall be paid \$1.205 per hour.

(d) Females employed operating liquid-wax-tread machines shall be paid an additional \$1.50 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.

Signed on behalf of Dunedin Operative Bootmakers Industrial Union of Workers:

W. Mackay, Secretary.

Signed on behalf of J. B. Frame and Son:

J. Frame, Authorised Agent.

Signed on behalf of McKinlay's Footwear Co. Ltd:

W. McKinlay, Authorised Agent.

Signed on behalf of Sargood Son and Ewen Ltd:

C. Kyle, Authorised Agent.

## MEMORANDUM

1. The parties have taken the first step of equal pay effective from 1 October 1973 by narrowing the various differentials between male and female rates of wages by one-fifth.

2. The rates of wages provided include the effect of the Wage Adjustment Order made under the Economic Stabilisation Regulations of 11 August 1973.