

NORTHERN INDUSTRIAL DISTRICT TANNERS—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 in the matter of the Northern Industrial District Tanners Award, dated the 24th day of September 1969, and recorded in 69 Book of Awards

Upon reading the joint application made by the original parties to the Northern Industrial District Tanners Award, dated the 24th day of September 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 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 purpose 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) 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. The third week's holiday 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 wages at ordinary rates of pay may be paid by mutual agreement between the employer and the worker concerned.

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

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

(d) 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.

(e) The holidays provided in subclause (a) or (b) of this clause may be taken in one or more periods as the employer may decide and the employer shall allow the holiday within six months after it falls due but may allow it wholly or partly in advance. Where a 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 pay-

ment to be assessed on the percentage formula prescribed in subclause (f) 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.

(f) 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.

(g) 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.

(h) 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 these 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 the 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.

(i) Where a worker is entitled to an annual holiday of three weeks instead of two weeks the provisions of subclauses (f) and (h) 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.

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

2. That this order shall take effect as from the day of the date hereof.

Dated this 19th day of February 1970.

J.B. THOMSON,
Judge.

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Upon reading the joint application made by the original parties to the Northern Industrial District Tanners Award, dated the 24th day of September 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 therefore the following subclause:

“(a) The following shall be the minimum rates of wages

	Per Week \$	Per Hour cents
Table hands engaged on the dressing of hide) sides and waxed spit on drum or hand-stuffed) bark-tanned leather)	41.20	103
Machine splitter (operator in charge of ma-) chine))	41.20	103
Colour-leather dyer (if responsible for formulae) and mixing dyes))	41.20	103
Bend sorter or classer)		
Shaving machine operator)		
Machine flesher)		
Machine unhairers)	40.40	101
Machine scudders)		
Tan-yard, lime-yard, drum hands and dolley-) men)		
Applying paste and/or setting out on pasting) machine)	39.60	99
Machine splitter's assistants)		
Hair washer)		
Staking machinist)	39.20	98
Rollerman)		
Workers handling green or salted hides)		
Striker or setting-out machinist)		
Sprayers and lacquer mixer)		
Buffing and fluffing machinists)	38.80	97
Table hand setting out chrome)		
Sammying machinist)		
Hydro-extractor operator)		

	Per Week \$	Per Hour cents
Other workers employed on pasting machine	38.80	97
Glazing machinist)		
Boarding machinists)		
Other workers employed on pasting machine)		
Glazing machinist)		
Boarding machinists)	38.40	96
Ironing and embossing machinists)		
Seasoning machinists and assistants)		
Shedmen applying dressing to sole leather and)		
offal)		
Machinists not specified elsewhere and all other workers	38.40	96

(2) By deleting subclause (a) of clause 4 (Employment of Junior Workers) and substituting therefore the following subclause:

“(a) Junior workers under 19 years of age may be employed at the following minimum rates of pay:

	Per Week \$
17 to 17½ years of age.....	21.00
17½ to 18 years of age.....	23.00
18 to 18½ years of age.....	25.00
18½ to 19 years of age.....	27.00

Thereafter adult rates.

(3) By deleting the figures and words “24th day of March 1971” where they appear in the enacting sheet and in clause 19 (Term of Award) and substituting therefore in each case the figures and words “31st day of May 1971.”

2. That this order shall come into force on the day of the date hereof, except that in so far as it relates to the wages to be paid it shall be deemed to have come into force on the commencement of the first pay week on or after the 18th day of May 1970.

Dated this 4th day of June 1970.

J. B. THOMSON, Judge.