

7. For the purpose of determining the proportion of apprentices and female stitchers to journeymen, in taking any new apprentices or female stitcher the calculation shall be based on a two-thirds full-time payment of competent journeymen employed during the previous three calendar months.

*Female Stitchers.*

8. All female stitchers employed shall be paid a weekly wage: For the first year, 7s. 6d. per week; for the second year, 12s. 6d. per week; for the third year, 17s. 6d. per week; for the fourth year, £1 5s. per week; for the first six months of the fifth year, £1 10s. per week; and thereafter not less than £1 15s. per week.

*Female Machinists.*

9. All female machinists employed in the bag and legging making shall be paid a weekly wage: Not less than 8s. per week for the first year, 12s. per week for the second year, 16s. per week for the third year, £1 per week for the fourth year, £1 5s. per week for the fifth year, and after the fifth year not less than £1 10s. per week.

*Holidays.*

10. (a.) The following days shall be recognized as holidays in all branches of the trade: New Year's Day, 2nd January, Good Friday, Easter Monday, birthday of the reigning Sovereign, Boxing Day, Christmas Day, and Labour Day.

(b.) Any work done on any of these days or on Sunday shall be paid for at the rate of double time.

*Factory Workshops.*

11. All work shall be performed in the factory or workshops, and no worker shall do work of any description at the trade for the purpose of trade after leaving the employer's place of business, provided such worker be fully employed, except when permits to work at home are granted to workers who are physically unfit to attend at their employer's place of business.

*Preference.*

12. If any employer shall hereafter engage any worker who shall not be a member of the union, and who within two weeks after his engagement shall not become a member of the union and remain such member, the employer shall dismiss such worker from his service if requested to do so by the union, provided there is then a member equally qualified to perform the particular work required to be done, and ready and willing to undertake the same.

13. The provisions of the foregoing clause shall operate only if and so long as the rules of the union shall permit any journeyman of good character and sober habits to become a member of the union upon payment of an entrance fee not exceeding 5s., upon a written application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

*Definition of a Saddler.*

14. A saddler shall be defined as any person engaged in the manufacturing or repairing of saddles, bridles, harness, machine-belted, military accoutrements, horse and cow covers, or any class of leatherwork that a saddler is usually employed at.

15. All bag, portmanteau, and collar makers shall be included in this award.

*Term of Award.*

16. The award shall come into force on the 1st day of July, 1913, and shall continue in force until the 1st day of July, 1915.