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(15.) WELLINGTON TAILORESSES.

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of “The Industrial Conciliation and Arbitration Act, 1894” and the amendments thereof; and in the matter of an industrial dispute between the Wellington Tailor-esses’ Industrial Union of Workers; and the Wellington Master Tailors’ Industrial Union of Employers, and the undermentioned employers of tailoresses in the City of Wellington, namely:

The Drapery and General Importing Company (Limited), commonly known as the "D.I.C.," Panama Street and Brandon Street; W. Hendry, Lambton Quay; Kitto and Graham, Manners Street; J. Mount, Lambton Quay; Edgar Jones, Willis Street; Kirkcaldie and Stains, Lambton Quay; Veitch and Allan, Cuba Street; T. Sims, Manners Street; Warnock and Adkin, Lambton Quay; Berry and Orr, Cuba Street; F. Ashdown, Willis Street; Plenderlith and Morrison, Willis Street; C. Gamble, Lambton Quay; King and Muir, Lambton Quay; T. Shields, Lambton Quay; C. Nodine, Lambton Quay; James Smith and Co., Te Aro House, Cuba Street; Alexander Paterson, Cuba Street; J. H. Shine, Willis Street; Coogan and Sons, Willis Street; Johnson L. Wright, Cuba Street; Oakley Richards and Chapman, Lambton Quay; Staub and Bradley, Willis Street; S. Tuckwell, Lambton Quay; Lawson and Chilcot, Willis Street; Thomas Green, Manners Street; Arthur Lilly (Shepherd and Co.), Cuba Street.

This Court have taken into consideration the matter of the above-mentioned dispute, and having heard the Wellington Tailoresses' Industrial Union of Workers (hereinafter called "the Tailoresses' Union") by their representatives, duly appointed, and having also heard the Wellington Master Tailors' Industrial Union of Employers (hereinafter called "the Employers' Union") by their representatives, duly appointed, and having heard the examination and cross-examination of the witnesses called by the Tailoresses' Union and the Employers' Union respectively, and none of the said employers individually appearing in person or by agent, save as members or representatives of the Employers' Union, doth hereby award as follows, that is to say,—

1. The table marked "A" hereto annexed and signed by the President of the Court, and sealed with the seal of the Court, is hereby incorporated in and declared to form part of this award.

2. The said table marked "A" shall regulate the classification of and the rates and mode of payment for all work therein mentioned performed by piecework by or for all or any persons or person bound by this award, and all other the matters and things in the said table set forth and appearing.

3. Subject to the provisions of this award any employer may employ workers at weekly wages to do and perform all or any of the work required to be performed by such employer.

4. Workers employed at weekly wages shall be classified as follows:—Third-class coat hands and vest-and-trouser hands: A third-class coat hand or a third-class vest-and-trouser hand shall be one who has served her apprenticeship and has not become a second-class hand as hereinafter defined. Second-class coat hands and vest-and-trouser hands: A second-class coat hand or a second-class vest-and-trouser hand shall be one who has served her apprenticeship, and has afterwards, either continuously or with intervals, worked in tailoring for a full period of eighteen calendar months.

First-class coat hands and vest-and-trouser hands: A first-class coat hand or first-class vest-and-trouser hand shall be rated as such by agreement between herself and her employer.

A first-class machinist shall be one working for an average of thirteen workers, or, if for a less number, one who can fill up her spare time in making a garment. Second-class machinists shall include all those who do not come within the above definition of a first-class machinist.

5. The following shall be the lowest rates of wages paid to workers employed at weekly wages: First-class coat hands and first-class vest-and-trouser hands, the sum of £1 10s. for each and every week. Second-class coat hands, the sum of £1 7s. 6d. for each and every week. Second-class vest-and-trouser hands, the sum of £1 5s. for each and every week. Third-class coat hands: Every third-class coat hand shall be paid during the first six calendar months in which she works at tailoring after she has finished her apprenticeship the sum of £1 5s. for each and every week; during the next following period of six calendar months in which she works at tailoring, the sum of £1 6s. for each and every week. She then becomes a second-class hand, and must be paid the minimum rate of wages payable to second-class coat hands.

Third-class vest- and-trouser hands: Every third-class vest-and-trouser hand shall be paid during the first six calendar months in which she works at tailoring, after she has finished her apprenticeship, the sum of £1 1s. for each and every week. During the next following period of six calendar months in which she works at tailoring the sum of £1 2s. for each and every week; during the next following period of six calendar months in which she works at tailoring, the sum of £1 3s. for each and every week. She then becomes a second-class hand, and must be paid the minimum rate of wages payable to second-class vest-and-trouser hands.

First-class machinists shall be paid at the rate of £1 10s. for each and every week. Second-class machinists shall be paid at the rate of £1 5s. for each and every week.

6. The number of apprentices shall be limited to one to every four operatives, or fraction of the first four operatives. The proportion of apprentices shall be gauged by full employment of operatives for two-thirds of the year. Existing arrangements with apprentices shall not be interfered with, but no employer shall increase the number of apprentices employed by him until the number already employed is reduced below the number mentioned herein.

7. The following shall be the period of the service of apprentices: To coat-making, three years; and to vest-and-trousers-making, two years. Indentures shall not be required.

8. The rate of payment to apprentices shall be as follows: For apprentices to coat-making, 2s. 6d. per week for every week during the first four months, to be increased by a further sum of 2s. 6d. per week at the expiration of every succeeding period of four calendar months during the term of apprenticeship; for

apprentices to vest-and-trousers-making, 2s. 6d. for every week during the first four months, to be increased by a further sum of 2s. 6d. per week at the expiration of every succeeding period of four calendar months during the first year, and thereafter to be increased by a further payment of 2s. 6d. per week at the end of each succeeding period of six calendar months until the period of apprenticeship expires.

8A. All overtime worked out of the ordinary business hours of the establishment in which it shall be worked shall be paid for, in the case of work performed on weekly wages, at the rate of time and a quarter, and in the case of piecework at piecework prices, with 25 per cent. added thereto: Provided that if any worker shall, through her own fault, work during the ordinary business hours less than forty-five hours in any one week, she must first make up the hours of forty-five before she shall be paid overtime rates for any work performed in that week. Each week shall stand alone.

9. Employers shall employ members of the Tailoresses' Union in preference to non-members, provided there are members of the Tailoresses' Union who are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it. When non-members are employed there shall be no distinction between members and non-members; both shall work together in harmony and under the same conditions, and both shall receive equal pay for equal work.

10. All work shall be done at the shop of the employer.

11. This award shall take effect as from the 12th day of September, 1898; and shall continue in force and the provisions thereof may be enforced up to and until the 1st day of September, 1900.

12. And this Court doth further order and award that this award shall be binding upon the Tailoresses' Union and the members thereof, and upon the Employers' Union and the members thereof, and also the employers hereinbefore individually mentioned and each and every of them; and that the Tailoresses' Union and the members thereof, and the Employers' Union and the members thereof, and the employers hereinbefore individually mentioned respectively, shall do, observe, and perform every matter and thing by the terms, conditions, and provisions of this award, on the part of the Tailoresses' Union and the members thereof, and of the Employers' Union and the members thereof, and of the employers hereinbefore individually mentioned, and respectively required to be done, observed, and performed, shall not do anything in contravention of the said terms and conditions, and provisions, but shall in all respects abide by the same up to and until the 1st day of September, in the year 1900.

13. And this Court doth further order that a duplicate of this award shall be filed in the office of the Supreme Court of New Zealand, Wellington District, at Wellington.

In witness whereof the seal of the Court of Arbitration of New Zealand hath been hereunto affixed, and the President of the said Court hath hereunto set his hand, this 9th day of September, 1898.

(L.S.)

W. B. EDWARDS, J., President.

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