

(25.) DUNEDIN TAILORESSES.

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 Dunedin Tailoresses' Industrial Union of Workers (hereinafter called "the union") and the under-mentioned employers of tailoresses, that is to say: Messrs. Baker and Morris, Brown, Ewing, and Co., Thomas F. Feltham, F. Smith, jun., D.I.C., William Aitken and Sons, A. Anderson, W. and R. Scott, Bennet and Griffen, Todd and Brown, Craig and Smith, Walter Iles, Fred. Smith, James Crombie and Co., W. A. Smith and Co., W. McLaren, A. Lorie and Co., Thomas Jenkins and Co., J. A. Kirby, S. Jarvis, Herbert, Haynes, and Co., John Wilson, Hallenstein Brothers and Co., W. D. McBride, J. Tait, Abraham Myers, G. M. Wilkie, William Wills, Duthie Brothers (Limited), John McDonald, J. Hendry and Sons, the Don Tailoring Company, Alexander Robb, Peter Rankin, E. Stokes and Sons, Patterson and Roberts, William Frank, Andrew Walker, J. and J. Arthur, L. Faigan, Frank Foster, Robert Johnston and Sons (Dunedin), James Craig, James Johnston, John Watson (Port Chalmers), John Milligan, William Robertson (Mosgiel), A. McKinley, and A. Warrington (Green Island), (hereinafter collectively referred to as "the employers").

The Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having read and considered the report and recommendations of the Conciliation Board herein, and having heard the union by its representatives duly appointed, and having also heard the above-named W. and R. Scott by Mr. Scott (a member of the said firm), the above-named James Crombie and Co. by Mr. Crombie (a member of the said firm), the above-named Thomas Jenkins and Co. by Mr. Jenkins (a member of the said firm), the above-named A. Lorie and Co. by Mr. Lorie (a member of the said firm), and the above-named Baker and Morris by Mr. Morris (a member of the said firm), and no other of the employers appearing personally or by representative, and having heard the witnesses.

called and examined by the said A. Lorie in opposition to the claims made by the union, and no other of the employers represented at the hearing desiring to call evidence, and it appearing to the Court unnecessary that the union should call evidence, doth hereby order and award as follows, that is to say:—

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

3. All bespoke work shall be done in the shop of the employer for whom the same is performed, and shall be paid for according to the set table "A." The expression "bespoke work" in this award shall include all goods made and sold as tailor-made, also any order in which there is a garment fitted on, whether such order is by chart-measure or not.

4. 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.

5. The lowest rate of wages paid to workers, including machinists, employed at weekly wages shall be the sum of £1 5s. for each and every week.

6. The number of apprentices shall be limited to one to every three operatives or fraction of the first three operatives. The proportion of apprentices shall be gauged by full employment of operatives for two-thirds of the full time for the preceding six calendar months. 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. Every apprentice shall serve for the full period of four years, but indenture shall not be required.

8. The rates of payment to apprentices shall be as follow, viz. : For the first six calendar months of the apprenticeship the sum of 2s. 6d. for each and every week, to be increased by the further sum of 2s. 6d. per week at the end of such period of six calendar months, and at the end of every succeeding period of six calendar months until the term of apprenticeship expires.

9. At the expiration of the term of apprenticeship the apprentice shall become an operative, and shall be paid the full minimum wage.

10. The hours worked by each worker shall be forty-five in each week, and such hours shall be worked during the ordinary business hours of the establishment in which they shall be worked.

11. 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 work performed by piecework at piecework prices, with 2d. per hour 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 worked to forty-five at the ordinary rate of wages before she shall be paid overtime rates for the work performed in that week. For the purposes of this clause each week shall stand alone.

12. No one machinist shall machine for more than thirteen workers, but apprentices shall not be included in such number of workers until after such apprentices shall have served for twelve calendar months of their apprenticeship.

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

14. The union shall at all times keep, in some convenient place within one mile from the Chief Post-office in Dunedin, a book to be called "the employment book," wherein shall be entered the names and exact addresses of all members of the union for the time being out of employ, with a description of the branch of the trade in which each such member shall claim to be proficient, and the names, addresses, and occupations of every employer by whom each such member shall have been employed during the preceding two years. Immediately upon any such member obtaining employment a note thereof shall be entered in such book, and any change of address of any such member shall also forthwith be entered in such book. The executive of the union shall use their best endeavours to verify all the entries contained in such book, and shall be answerable as for a breach of this award in case any entry therein shall be wilfully false to their knowledge, or in case they shall not have used reasonable endeavours to verify the same. Such book shall be open to every employer, without fee or charge, at all hours between 8 a.m. and 5 p.m. on every working-day. If the union fail to keep the employment-book in manner provided by this condition, then and in such case, and so long as such failure shall continue, any employer may, if he so thinks fit, employ any person or persons, whether a member or members of the union or not, to perform the work required by him to be performed, notwithstanding the foregoing provisions. Notice by advertisement in the *Otago Daily Times* and in the *Evening Star*, newspapers published at Dunedin, shall be given by the union of the place where such employment-book shall be kept, and of any change of such place.

15. Any breach of any of the stipulations or conditions herein set forth, or of all or any of the matters or things provided for or

Extras—continued.

	s.	d.
Superfine	1	6
Each extra pocket over three ..	0	6
Cord on edges and cuffs ..	1	4
Silk facings	1	0
Full silk facings into scye ..	1	8
Vents in sleeve-hands ..	0	4
Each hole and button on cuff ..	0	2
All other extras to be paid at 8d. per hour.		
44 in. and over from hole to button at waist ..	0	8
48 in. and over from hole to button at waist ..	1	4
52 in. and over from hole to button at waist ..	2	0

Machining—continued.

	s.	d.
Stitching edges	0	8
Seaming lapels	0	4
Shoulders and side seams ..	0	4
Waist seam	0	3
Back seam	0	2
Seaming in sleeves	0	4
Stitching stand of collar ..	0	2
Stitching overlay of collar ..	0	4

DOUBLE-BREASTED FROCK COAT.

Preamble.—Edges bluff, bound, or stitched (edges or lapels either cut or shrunk), two pleat pockets, one inside breast pocket, back lining, puffs in scye, wadding flash-basted in facings or prepared for machine, one row of stitching round sleeves to form cuff, all sewn by hand, and finished throughout except pressing off.

	s.	d.
Second class to start at ..	19	6
<i>Extras.</i>		
Haircloth or padding in shoulders	0	8
Wadding on shoulder and round back	0	4
Basted up for try-on	1	0
	21	6
Deduct for machining, opposite	1	9

Machining.

	s.	d.
Sleeves and linings	0	8
Cuts up sides	0	2
Two pleat pockets	0	4
Inside breast pocket	0	3
Making facings	0	4
	1	9

Extras—continued.

	s.	d.
Superfine	1	6
Each extra pocket over three ..	0	6
Cord on edges and cuffs ..	1	4
Vents in sleeve-hands ..	0	4
Each hole and button on cuff ..	0	2
Lapels cut on—less ..	1	4
Single-breasted—less ..	2	0
Stand collar—less ..	1	6
44 in. and over from hole to button at waist ..	0	8
48 in. and over from hole to button at waist ..	1	4
52 in. and over from hole to button at waist ..	2	0

Extra Machining in Frock.

Same as dress coat.

MORNING COAT.

Preamble.—Single-breasted, edges bluff or stitched, two pleat pockets, one inside breast pocket, back lining, puffs in scye, wadding flash-basted in facings or prepared for machine, one row of stitching round sleeves to form cuff, edges

seamed and opened, one row of stitching round edges, all sewn by hand, and finished throughout except pressing off.

	s.	d.	<i>Machining.</i>		s.	d.
Second class to start at	..	13 6				
<i>Extras.</i>						
Outside breast pocket..	..	0 8	Sleeves and linings ..	..	0 8	
Ticket pocket in waist or inside	0 4		Cuts up sides ..	..	0 2	
Haircloth or padding in shoulders	0 8		Two pleat pockets ..	..	0 4	
Wadding in shoulder and back..	0 4		Two breast pockets ..	..	0 6	
Basted up for try-on ..	..	1 0	Making facings ..	..	0 4	
			Seaming edges ..	..	0 6	
			Stitching edges ..	..	0 8	
		16 6				3 2
Deduct for machining, opposite	3 2					
		13 4				

Extras—continued.

	s.	d.
Superfine	1 6	
Bound edges.. .. .	1 2	
Ordinary extra pocket over five	0 6	
Vents in sleeve-hands ..	0 4	
Each hole and button on cuff ..	0 2	
Double-breasted	1 4	
Flaps on waist	0 8	
Ticket pocket with flap ..	0 6	
All other extras, same as dress-coat.		
44 in. and over from hole to button at waist	0 8	
48 in. and over from hole to button at waist	1 4	
52 in. and over from hole to button at waist	2 0	

Extra Machining.

	s.	d.
Waist seams.. .. .	0 3	
Shoulders and sides	0 4	
Back seam	0 2	
Seaming in sleeves	0 4	
Stitching collar-stand.. ..	0 2	
Stitching overlay	0 4	

SAC COAT.

Preamble.—Single-breasted, with or without back seam; two pockets, with or without flaps; one inside breast pocket, back lining, puffs in scye, edges seamed and opened, one row of stitching on edges, one row of stitching round sleeves to form cuff, all sewn by hand, and finished throughout except pressing off.

	s.	d.	<i>Machining.</i>		s.	d.
Second class to start at	..	10 10				
<i>Extras.</i>						
Outside breast pocket	..	0 8	Sleeves and linings ..	..	0 8	
Outside ticket pocket ..	..	0 8	Pockets, 3d. per pocket	..	1 3	
Haircloth or padding ..	..	0 8	Side seams .. .. .	..	0 4	
Wadding on shoulder and round back .. .. .	..	0 4	Cuts under arm .. .. .	..	0 2	
Cuts under arm .. .. .	..	0 4	Making facings .. .. .	..	0 3	
Basted up for try-on .. .. .	..	0 8	Seaming edges .. .. .	..	0 6	
			Stitching edges .. .. .	..	0 8	
		14 2				3 10
Deduct for machining, opposite	3 10					
		10 4				

<i>Extras—continued.</i>		s. d.	<i>Extra Machining.</i>		s. d.
Superfine .. ..	..	0 8	Shoulder seams .. ..	..	0 2
Ordinary extra pockets over five	..	0 6	Back seam .. ..	..	0 2
Inside ticket pocket .. ..	..	0 4	Side seam of linings .. ..	..	0 2
Vents in sleeve-hands .. ..	..	0 4	Linings seamed round bottom..	..	0 2
Each hole and button on cuff ..	..	0 2	Seaming in sleeves .. ..	..	0 4
Double-breasted .. ..	..	1 4	Stitching collar-stand..	..	0 2
Bound edges .. ..	..	2 2	Stitching overlay .. ..	..	0 4
Each pocket under five—less ..	..	0 6			
If ticket pocket inside—less ..	..	0 3			
All other extras, same as morning coat.					
44 in. and over from hole to	button at waist	0 8			
48 in. and over from hole to	button at waist	1 4			
52 in. and over from hole to	button at waist	2 0			
Youths' 34 in. and under from	hole to button—less	0 8			
Boys' 30 in. and under from hole	to button—less	1 4			

OVERCOAT.

Preamble.—Single-breasted, with or without back seam; two pockets outside, with or without flaps; one inside breast pocket, back lining, puffs in seye, facings pieced out in shoulders or padding under lining, edges seamed and opened, one row of stitching round edges, one row of stitching round sleeve to form cuff, length 42 in., all sewn by hand, and finished throughout excepting pressing off.

		s. d.	<i>Machining.</i>		s. d.
Second class to start at ..	..	13 4	Sleeves and linings .. ..	..	0 8
<i>Extras.</i>			Pockets (3d. each) .. ..	..	1 3
Double-breast or fly front ..	..	1 4	Side seams .. ..	..	0 4
Outside breast pocket .. ..	..	0 8	Cuts under arms .. ..	..	0 2
Outside ticket pocket .. ..	..	0 8	Stitching fly .. ..	..	0 3
Cuts under arm .. ..	..	0 4	Making facings .. ..	..	0 4
Wadding on shoulders and	round back	0 4	Seaming edges .. ..	..	0 6
Vent in back seam .. ..	..	0 4	Stitching edges .. ..	..	0 8
Basted up for try-on.. ..	..	0 8			
		17 8			4 2
Deduct for machining, opposite		4 2			<u> </u>
		13 6			<u> </u>

<i>Extras—continued.</i>		s. d.
Superfine .. ..	..	1 0
If over 42 in. long .. ..	..	0 4
Extra vents, each .. ..	..	0 4
Ordinary extra pockets over five	..	0 6
Lapped seams by machine ..	..	1 4
Preparing cuffs for rows of	stitching	0 4
Collar-tab .. ..	..	0 8
Bound edges .. ..	..	2 2
If under 36 in. long—less ..	..	0 4
All other extras, same as sac coat.		
44 in. and over from hole to	button at waist	0 8
48 in. and over from hole to	button at waist	1 4
52 in. and over from hole to	button at waist	2 0

Extra Machining.
Same as sac coat.

TROUSERS.

Preamble.—Fly front, with or without binding on tops, two cross or side pockets, crutch-lining not above 4 in. each way, all seams pressed, all made by hand, and finished throughout, except shrinking bottoms and pressing off.

		s. d.	<i>Machining.</i>		s. d.
Second class to start at	..	5 8			
Deduct for machining, opposite		1 8	All seams except seat seam	..	0 10
		<hr/>	Making fly and stitching in, including button-bearer	..	0 6
		4 0	Pockets, stitching and sewing round (2d. each)	.. ..	0 4
		<hr/> <hr/>			<hr/> <hr/>
<i>Extras</i> —continued.					
		s. d.			s. d.
Hip pocket .. ..	..	0 6			1 8
Cash or fob pocket .. ..	..	0 4			<hr/>
Superfine .. ..	..	0 4			
Full falls .. ..	..	0 8			
Back straps made and put on by hand .. ..	..	0 8			
Back straps made by hand and put on by machine .. ..	..	0 6			
Raised side seams .. ..	..	0 4			
Leather on heels .. ..	..	0 4			
Leather all round bottoms .. ..	..	0 8			
Bands and buckles on knickers		1 4			
29 in. and under at waist—less		1 4			
30 in. and under at waist—less		0 8			
42 in. and over at waist—extra		0 4			
46 in. and over at waist—extra		0 8			
50 in. and over at waist—extra		1 0			

VESTS.

Preamble.—Single-breasted, three pockets, back straps, edges seamed and opened, one row of stitching on edges, all made by hand, and finished throughout except pressing off.

		s. d.	<i>Machining.</i>		s. d.
Second class to start at	..	5 6			
Deduct for machining, opposite		1 6	Pockets (each 2d.)	.. ..	0 6
		<hr/>	Seaming edges	.. ..	0 4
		4 0	Stitching edges	.. ..	0 4
		<hr/> <hr/>	Making back and straps	.. ..	0 2
			Seaming in back	.. ..	0 2
					<hr/> <hr/>
<i>Extras</i> —continued.					
		s. d.			s. d.
Each extra pocket over three .. ..	..	0 3			1 6
Plain roll, or roll and step .. ..	..	0 4			<hr/>
Double-breasted, no collar .. ..	..	0 8			
Double-breasted, with collar .. ..	..	1 2			
Bound edges .. ..	..	1 0			
Basted up for try-on .. ..	..	0 4			
Superfine .. ..	..	0 8			
Fly on button-hole side .. ..	..	0 8			
Fly on button side .. ..	..	0 4			
Eyelet-holes (five) .. ..	..	0 4			
Youths' vest, 34 in. and under—less .. ..	..	0 8			
Boys' vest, 30 in. and under .. ..	..	1 4			

MACHINING.

In machining pockets of coats and vests it is understood that the tailoress will do all basting, and the machine will do all it can, except tacking pocket-mouth.

BOUND GARMENTS.

In order to simplify the counting of all bound or corded garments, it is arranged that the machining of edges is not to be interfered with. As an illustration, a sac coat such as is counted up in the log to come to 10s. 4d. will be counted up thus :—

	s.	d.
Bound edges	14	2
	2	2
Deduct machining	16	4
	3	10
	12	6

All the foregoing conditions to apply equally to ladies' and gentlemen's work.

Any class of work not provided for in this statement to be paid at the rate of 8d. per hour.

CLASSIFICATION OF MATERIALS.

First Class.—To include superfine cloth, doeskin, Venetian, velvet, silk (not to include China), satin, box-cloth, kersey, buckskin, fine worsteds in dress suits, and all faced cloths.

Second Class.—All other materials.

That this statement is to be signed by all employers in the trade, subject to clause 3 being ratified or rejected by the Board appointed under the Conciliation and Arbitration Act.

This is the table marked "A" referred to by and declared to form part of the annexed award, dated this 3rd day of March, 1899, made in the matter of an industrial dispute between the Dunedin Tailoresses' Industrial Union of Workers and the employers of tailoresses therein mentioned.

In witness whereof the President of the Court of Arbitration hath hereunto set his hand, and the seal of the Court of Arbitration of New Zealand hath been hereunto affixed, this 3rd day of March, 1899.

W. B. EDWARDS, J., President.