

(7022.) AUCKLAND WHOLESALE SOFT-GOODS EMPLOYEES.—AGREEMENT UNDER THE LABOUR DISPUTES INVESTIGATION ACT, 1913 WITH SARGOOD, SON, AND EWEN (LIMITED), AND OTHERS.

THIS agreement is made under the provisions of the Labour Disputes Investigation Act, 1913, this 21st day of February, 1921, and binds the Auckland Wholesale Soft-goods Employees' Association of the one part, and the following associations, companies, partnerships, and persons (hereinafter called "the employers") of the other part—namely, Sargood, Son, and Ewen (Limited), Macky, Logan, Caldwell (Limited), Ross and Glendining (Limited), Archibald Clark and Sons (Limited), J. P. Hooton, Roberts (New Zealand) (Limited), Kaiapoi Woollen Company (Limited), and Abbott, Armstrong, and Howie—all carrying on business in Auckland, and the Wellington Woollen Company (Limited).

*Duration of Agreement.*

1. This agreement shall remain in force until and inclusive of the 1st day of October, 1921, and shall operate throughout the Northern Industrial District.

*Minimum Salaries.*

2. The minimum salary payable by the employers to apprentices, whether employed in the office or in the warehouse, shall be as follows :—

- (a.) For the first year of service, at the rate of £66 per annum ;
- (b.) For the second year of service, at the rate of £84 per annum ;
- (c.) For the third year of service, at the rate of £108 per annum ;
- (d.) For the fourth year of service, at the rate of £138 per annum.

The minimum salary payable by the employers to assistants, whether employed in the office or warehouse, shall be as follows :—

- (e.) For the fifth year of service, at the rate of £168 per annum ;
- (f.) For the sixth year of service, at the rate of £221 per annum ;
- (g.) After the sixth year of service the salaries payable to assistants shall be based on merit, with the distinct understanding that the salaries of employees who have had more than six years' service, and of first assistants, will be reviewed not later than the 28th day of February, 1921.

*Office Staff.*

3. With regard to typists, whether male or female, the following shall be the minimum salaries payable by the employers :—

- (a.) For the first year of service, at the rate of £66 per annum ;
- (b.) For the second year of service, at the rate of £84 per annum ;
- (c.) For the third year of service, at the rate of £108 per annum ;
- (d.) For the fourth year of service, at the rate of £132 per annum.

The salaries of all typists and female clerks whose period of service exceeds four years shall be based on merit and responsibility.

*Office Seniors.*

4. The salaries of all office seniors shall be based on merit and responsibility.

*Hours of Work.*

5. Except as hereinafter provided, the hours of work shall be not more than 41½ hours per week, and shall be worked between the hours of 8 o'clock a.m. and 5 o'clock p.m. on the Monday, Tuesday, Wednesday, Thursday, and Friday of each week, and 8 o'clock a.m. and 12 o'clock noon on the Saturday of each week.

*Overtime.*

6. If the staff are required to work overtime the hours for such overtime shall be between 4.30 p.m. and 6.30 p.m. Each employee who works until 6 p.m. shall be paid by his or her employer or employers the sum of 2s. tea-money and no other amount.

7. Should any emergency or special circumstances arise necessitating the working of overtime otherwise than during the hours last hereinbefore mentioned, the employees shall work such overtime by mutual agreement as heretofore.

*Holidays.*

8. The following general holidays shall be observed in the warehouse of each employer, and the workers shall be entitled to full payment for such holidays: Christmas Day, Boxing Day, 1st and 2nd January, 29th January, Good Friday to Easter Monday (both inclusive), the reigning Sovereign's Birthday, Labour Day. Should any of the foregoing holidays fall on a Sunday then the day generally observed shall be deemed to be the holiday for the purpose of this clause.

9. Each employee shall be entitled to and shall be allowed by his or her employer or employers twelve working-days' holiday on full pay in each year, and the employers parties hereto undertake that to the utmost extent possible such twelve days shall be given consecutively.

*Settlement of Disputes.*

10. The manner in which any question incidental to or arising out of the interpretation of this agreement shall be determined shall be as follows:—

- (a.) The Auckland Wholesale Soft-goods Employees' Association shall nominate two persons:
- (b.) The employers shall also nominate two persons:
- (c.) The four persons so nominated shall appoint a fifth:
- (d.) The question or questions to be determined shall be decided by the majority of all the persons nominated.

Executed for and on behalf of Sargood, Son, and Ewen (Limited)  
by—

JOHN F. EWEN, Director.

The common seal of Macky, Logan, Caldwell (Limited) was affixed hereto on the 21st day of February, 1921, in the presence of—

[SEAL.]	D. R. CALDWELL, T. H. MACKY, W. R. GOUDIE, Secretary.	} Directors.
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The common seal of Archibald Clark and Sons (Limited) was affixed hereto on the 21st day of February, 1921, in the presence of—

[SEAL.]	ARCH. CLARK, A. McCOSH CLARK, J. SQUIRREL, Secretary.	} Directors.
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Signed by J. P. Hooton in the presence of—A. R. Fenton, Clerk, Auckland.

JOHN P. HOOTON.

Executed for and on behalf of Roberts (New Zealand) Limited was affixed hereto on the 18th day of April, 1921, in the presence of—Thos. Harrower, Accountant.

For and on behalf of Roberts (New Zealand) Limited :  
C. H. SEVILLE, Manager.

The common seal of Kaiapoi Woollen Company (Limited) was affixed hereto on the 12th day of March, 1921, in the presence of—A. D. Smith, Secretary.

[SEAL.]	JAS. A. FROSTICK. S. MANNING.
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Executed for and on behalf of Abbott, Armstrong, and Howie by—  
C. H. ABBOTT,  
in the presence of—W. A. Kendon.

The common seal of the Wellington Woollen Company (Limited) was affixed hereto on the 9th day of March, 1921, in the presence of—

[SEAL.]	W. BARBER, WALTER G. FOSTER, A. E. DONNE, Secretary.	} Directors.
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Executed for and on behalf of Ross and Glendining (Limited) was affixed hereto on the 21st day of February, 1921, in the presence of—

P.p. ROSS AND GLENDINING (LIMITED) :  
ALEX. N. SNEDDON, Manager.

The common seal of the Auckland Wholesale Soft-goods Employees' Association was hereto affixed on the 21st day of April, 1921, in the presence of—

[SEAL.]	H. J. S. SELLARS, President.
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NOTE.—This agreement, made under the Labour Disputes Investigation Act, 1913, was filed with the Clerk of Awards at Auckland, pursuant to section 8 (1) of the said Act, on the 20th day of May, 1921.