

(8281.) NORTHERN INDUSTRIAL DISTRICT TAILORS.—AWARD.

In the Court of Arbitration of New Zealand, Northern Industrial District. — In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Auckland Tailors' Industrial Union of Workers (hereinafter called "the union") and the under-mentioned persons, firms, and companies (hereinafter called "the employers") :—

Auckland Master Tailors' Industrial Union of Employers, Auckland.
 Ashman, F., 134 Valley Road, Mount Eden, Auckland.
 Bevege and Huggins, 5 Darby Street, Auckland.
 Bissett, J. W., 176 New North Road, Kingsland, Auckland.
 Bolland, P. W., City Chambers, Victoria Street, Auckland.
 Boyd, R. G., Auckland.
 Brough, T. W. and Sons, 170 Karangahape Road, Auckland.
 Brown, J., 33 Broadway, Newmarket.
 Browne, E. C. (Limited), 104 Queen Street, Auckland.
 Browne, E. C. (Limited), 552 Mount Eden Road, Auckland.
 Bruns, J. H., 42 Ponsonby Road, Auckland.
 Bunker, H. E., 24 Endean's Buildings, Queen Street, Auckland.
 Burley, M. E., 432 Queen Street, Auckland.
 Burt, Mrs., 57 Edendale Road, Mount Eden, Auckland.
 Chandler, H. J., George Street, Henderson.
 Clarke, B. H., 257 Balmoral Road, Edendale, Auckland.
 Clarkson, J., 48 Karangahape Road, Auckland.
 Clear, H. E. G., 402 Queen Street, Auckland.
 Connell, F. J., 186 Karangahape Road, Auckland.
 Connell, G. C., 54A Ponsonby Road, Auckland.
 Cooper, W. E., Onehunga, Auckland.
 Crothall Way Cleaning Company, Broadway, Newmarket.
 Cupples, A., Durham Street East, Auckland.
 Davey, F., 5 Wellesley Street East, Auckland.
 Davies, R. J., 38 His Majesty's Arcade, Queen Street, Auckland.
 Deveich, A., 69 Victoria Street West, Auckland.
 Dixon, Mrs. M., 36 Great North Road, Auckland.
 Dockray, T. W., 108 New Zealand Insurance Buildings, Auckland.
 Donoghue, A. F., 257 Karangahape Road, Auckland.
 Duncan, P., third floor over Marble Bar, Queen Street.
 Dyer, F. M., 37 Watson's Buildings, Wellesley Street, Auckland.
 Flyger, W. H. and Co., Newton, Auckland.
 Fogarty and Tyer, Watson's Buildings, Auckland.
 Fort, H., second floor, Palmerston Buildings, Auckland.
 Gibson, C., 1 Heywood Crescent, Epsom, Auckland.
 Gifford, A. E., 17 High Street, Auckland.
 Gifford, A. E. Victoria Street, Auckland.
 Gliance, J., 73 Victoria Street, Auckland.
 Glass, L. E., Hellaby's Buildings, Auckland.
 Grey, R., 324 Ponsonby Road, Auckland.
 Griffin, J. F., 26 Jervois Road, Ponsonby.
 Groos, P., and Co., 6 Durham Street, Auckland.
 Hallamore, L. A., 10 Mais Avenue, Edendale.
 Halstead, H., 20 Ponsonby Road, Auckland.
 Hebden, J. R., Otahuhu.
 Heine, W., 236 Queen Street, Auckland.
 Hendriksen, Grace, 18 Picton Street, Ponsonby.
 Hill, R. J., Karangahape Road, Auckland.

- Holland, R. G., 167a Queen Street, Auckland.
 Inman, R. E., 14 Watson's Buildings, Queen Street, Auckland.
 Jaffe, R., 15 Queen Street, Auckland.
 Jaffe, R., 344 Queen Street, Auckland.
 Jones, A. H., Strand Chambers, Takapuna, Auckland.
 Kemp, B. J. M., Queen Street, Auckland.
 Laking, R. G., 116 Queen Street, Onehunga.
 Lange, W. G., 29 City Chambers, Auckland.
 Larritt, J., Hill & Plummer's Buildings, Auckland.
 Laurie and Hardie, Albert Street Auckland.
 Lees Bros. (Limited), Newton and Customs Streets, Auckland.
 Lomas, L., Queen Street, Onehunga.
 Lyon and Ennis, 113 Albert Street, Auckland.
 McBride, 11-13 Victoria Street, Auckland.
 McCarthy, D., Newmarket, Auckland.
 McConnell, T., Queen Street, Auckland.
 McDell, G., Otahuhu.
 McKillop, Ruth, 9 Newton Street, Auckland.
 McSkean, H., 109 Great North Road, Auckland.
 Manifold, T. W., 67 Manukau Road, Parnell.
 Marks, L., 32 Broadway, Newmarket, Auckland.
 Martin, E., 44 College Road, Auckland.
 Martin, W. E., Karangahape Road, Auckland.
 Mills, Miss K., 18 Anglesea Street, Ponsonby.
 Morgan, J., 69 Victoria Road, Devonport.
 Moyes, J., 18 Victoria Street East, Auckland.
 Moyes, J., Hall of Commerce, High Street, Auckland.
 Mungall, J., below Lyric Theatre, Symonds Street, Auckland.
 Nicholas and Daisley, Wellesley Street, Auckland.
 Noyes and Dempsey, 171a Symonds Street, Auckland.
 O'Gorman, F. R., 52 Fort Street, Auckland.
 O'Gorman, F. R., 13 Green Lane, Auckland.
 O'Malley, P., 68 Lincoln Street, Ponsonby.
 Pascoe, P., 7a Great North Road, Auckland.
 Peak and Kent, Customs Street, Auckland.
 Pollard, A. C., 8 Khyber Pass Road, Auckland.
 Postles, J., 5 Princess Theatre Buildings, Queen Street.
 Preston and Son, His Majesty's Arcade, Queen Street, Auckland.
 Reiman, G., 216 Hobson Street, Auckland.
 Ritchie, G., and Son, 65 Symonds Street, Auckland.
 Roberts, E., 199 Karangahape Road, Auckland.
 Robinson Bros., 33 Grey Street, Auckland.
 Rodgers, E., 20 Carlton Gore Road, Auckland.
 Schneideman Bros. (Limited), 215-219, Queen Street, Auckland.
 Serbin, C. P., 28 West View Road, Grey Lynn.
 Speir, J., 413 Dominion Road, Auckland.
 Stanton, S., 34 Manukau Road, Auckland.
 Stewart and Svensen, 402 Ellison's Chambers, Queen Street, Auckland.
 Thompson, R., Gittos Street, Auckland.
 Thomson, A., 538 Manukau Road, Epsom.
 Todd, J., and Co., 8 Wakefield Street, Auckland.
 Tutt, G., Upper Symonds Street, Auckland.
 Vernon, C., and Co., 8 Wellesley Street, Auckland.
 Walsh, Amelia, Richmond Avenue, Northcote.
 Warren, R., 7 Paice Avenue, Dominion Road, Auckland.
 Waterworth, J., 12 Great North Road, Auckland.
 Wilford, D., 187 Karangahape Road, Auckland.
 Williams, S., Auckland.
 Wilson, H., Auckland.
 Wilson, J., Upper Queen Street, Auckland.

The British Woollen Company, 175 Karangahape Road, Auckland.
 The British Woollen Company, 20 Anglesea Street, Auckland.
 Young, J., 173 Hobson Street, Auckland.

Hamilton—

Baird Tailoring Company, Victoria Street, Hamilton.
 Carswell and Parkhouse, Commerce Street, Frankton Junction.
 Cleaver, T., and Co., Ward Street, Hamilton.
 Empson, F., Victoria Street, Hamilton.
 Fort, H., Victoria Street, Hamilton.
 Higgott, R., Victoria Street, Hamilton.
 Jackman, J., Victoria Street, Hamilton.
 Kiddey, R. A., Victoria Street, Hamilton.
 Phillips, C. H., Commerce Street, Frankton Junction.
 Phillips, F. E., Victoria Street, Hamilton.
 Samuels, H. A., and Co., Victoria Street, Hamilton.
 Thomas, J. A., Victoria Street, Hamilton.
 Graham, G. V., The Ward Tailoring Depot, Hood Street, Hamilton.

Morrinsville—

Ganley, D., Tailor, Morrinsville.

Ngaruawahia—

Polwarth, L., Tailor, Ngaruawahia.
 Rayner, A. R., Tailor, Ngaruawahia.

Cambridge—

McCathie, H., Tailor, Cambridge.
 Riley, H., Tailor, Cambridge.

Coromandel—

Nicholas, T. H., Tailor, Kapanga Road, Coromandel.

Dargaville—

Campbell, F. M., Tailor, Dargaville.
 FitzHenry, G. E., Victoria Street, Dargaville.
 Williams, Ball, and Fannon, Victoria Street, Dargaville.
 Hamlin, A., Victoria Street, Dargaville.

Helensville—

Nicol, Thomas, Commercial Road, Helensville.

Huntly—

George, E., Tailor, Huntly.
 Polwarth, L., Tailor, Huntly.

Kawhia—

Oldbury, M., Tailor, Kawhia.

Matamata—

Goodall, C., Tailor, Tower Road, Matamata.
 Todd, N. T., Tailor, Matamata.

Ongarue—

Owens, E., Tailor, Matiere.

Otorohanga—

Buller, W., Tailor, Tuhoro Street, Otorohanga.
 Kerr, A., Tailor, Manu aute Street, Otorohanga.
 Naik, N. B., Tailor, Maniapoto Street, Otorohanga.

Paeroa—

Andrews, E. H., Tailor, Normanby Road, Paeroa.
 Buttler, H. E., Tailor, Belmont Road, Paeroa.
 Fallon, G., Tailor, Belmont Road, Paeroa.

Pukekohe—

McDonald, W., Tailor, Pukekohe.

Putaruru—

Begbie, A., Tailor, Kensington Street, Putaruru.
 Todd, N. T., Tailor, Main Street, Putaruru.

- Raglan—
Laughton, J. T., Tailor, Bow Street, Raglan.
- Rotorua—
Brooker, S. C., Tailor, Tutanekai Street, Rotorua.
De Luen, J., Tailor, Hinemoa Street, Rotorua.
Griffiths, R. R., Tailor, Tutanekai Street, Rotorua.
Johnson, W., Tailor, Arawa Street, Rotorua.
- Rawene—
Hansen, J. P., Tailor, Kohukohu.
Johnson, H., Tailor, Parnell Street, Rawene.
McKendrick, J., Tailor, Rawene.
- Taumarunui—
Brown, A., Tailor, Main Street, Taumarunui.
Joney, L. H., Tailor, Hakiha Street, Taumarunui.
Lilley, A., Tailor, Taumarunui.
Peters, T. M., Tailor, Taumarunui.
- Taupo—
Kellow, G., Tailor, Mokai.
- Tauranga—
Carleton, J., Tailor, Willow Street, Tauranga.
Chilcott, E. C., Tailor, Willow Street, Tauranga.
Crosby, G., Tailor, Cameron Road, Tauranga.
Gray, H., Tailor, Devonport Road, Tauranga.
McKendrick, J., Tailor, Tauranga.
- Te Aroha—
Goddard, J. S., Tailor, Whittaker Street, Te Aroha.
Manners, G. L., Tailor, Whittaker Street, Te Aroha.
- Te Awamutu—
Mason, F., Tailor, Alexander Street, Te Awamutu.
Renton, H., Tailor, Sloane Street, Te Awamutu.
- Te Kuiti—
Dyall, J., Tailor, Rora Street, Te Kuiti.
Hackett, J., Tailor, Rora Street, Te Kuiti.
Rouse, C. J., Tailor, Rora Street, Te Kuiti.
Williams, H. G., Tailor, Rora Street, Te Kuiti.
- Te Puke—
Brownlie, R., Tailor, Te Puke.
McKendrick, J., Tailor, Te Puke.
- Tuakau—
Osborn, J. T., Tailor, Tuakau.
- Waihi—
Burt, C., Tailor, Seddon Street, Waihi.
Close, F., Tailor, Seddon Street, Waihi.
Morgan, E., Tailor, Seddon Street, Waihi.
Mullins, K., Tailor, Seddon Street, Waihi.
- Whangarei—
Baird, J., Water Street, Whangarei.
Bradley, A. W., Cameron Street, Whangarei.
Fraser, Alexander, Cameron Street, Whangarei.
Hendy, George, Bank Street, Whangarei.
Kelly, K. G. M., Cameron Street, Whangarei.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed,

and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award :—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award ; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect from the 17th day of August, 1925, and shall continue in force until the 16th day of August, 1928, and thereafter as provided by subsection (1) (d) of section 90 of the Industrial Conciliation and Arbitration Act, 1908.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand this 30th day of July, 1925.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Hours of Work.

1. (a.) The hours of work for all workers shall be forty-four per week.

(b.) The above-mentioned hours shall be regulated by the employer, between the hours of 8 a.m. and 6 p.m. on five days of the week, and between 8 a.m. and 1 p.m. on Saturdays.

(c.) Each employer shall place in a prominent position in the workroom a statement showing how the hours of work are regulated.

Minimum Wages.

2. (a.) The minimum wage for men employed on weekly wages, including pressers, shall be £4 15s. per week.

(b.) No deductions shall be made from the weekly wages save for time lost through the worker's sickness or default.

(c.) All wages shall be paid weekly.

(d.) With regard to pieceworkers, the time statement attached to the award made by the Court on the 7th day of April, 1914, and recorded in Book of Awards, Vol. XV, p. 291 (at page 302 and following pages), and any amendments thereof, if any (save and except the time rate therein mentioned), shall be deemed to be incorporated with and form part of this award, and shall be binding on all parties to this award. The said time statement shall for the purposes of this award be calculated at the rate of 1s. 5d. per hour.

(e.) When other than weekly hands are employed at ladies' tailoring, the work may be done, at the option of the employer, either at log rates or at the minimum rate of 2s. 2d. per hour by the clock.

(f.) Where there is a normal average output by a weekly employee, and the weekly employee makes more than that amount in the ordinary working-hours of any one week, such employee shall be entitled to additional wages for such week for such extra work proportionate to the extra work done in comparison with the normal average output, together with an additional 20 per cent on such extra work.

(g.) The following items are hereby added to the said time statement:—

SAC COATS (EXTRA).

1. Breast cuts .. .. .	.. .. .	.. .. .	.. .. .	1½ hours per pair.
2. Pointed flaps—three points .. .. .	.. .. .	.. .. .	.. .. .	1 hour per pair.
3. Pointed flaps—one point .. .. .	.. .. .	.. .. .	.. .. .	½ hour per pair.
4. Braided cuffs on police tunics: 1 in. mohair braid point of cuff 6 in. from bottom of sleeve (approximately)—				
By hand .. .. .	.. .. .	.. .. .	.. .. .	2½ hours extra.
By machine .. .. .	.. .. .	.. .. .	.. .. .	2 hours extra.
5. Breast cuts in from scye, 5 in. long (approximately) .. .. .	.. .. .	.. .. .	.. .. .	1 hour per pair.
6. Link button on sac .. .. .	.. .. .	.. .. .	.. .. .	¼ hour extra.

Machining is to be deducted from each of these items where same is necessary.

Overtime.

3. (a.) All work performed beyond the hours prescribed in clause 1 hereof shall be considered overtime, and shall be paid for in accordance with the following scale:—

Weekly hands: From 6 p.m. until 10 p.m., time and a half, and thereafter double time; from 6 a.m. to 8 a.m., time and a half.

Pieceworkers: From 6 p.m. to 10 p.m., 1s. per hour extra, and thereafter at 2d. per hour extra; from 6 a.m. to 8 a.m., 1s. per hour extra.

(b.) All work done after 1 p.m. on the weekly half-holiday shall be paid for as follows: weekly hands, double time; piece-workers, 1s. 6d. per hour extra.

(c.) Any time lost by any worker (whether a weekly hand or piece-worker) by default in any one week shall be made up before any overtime is payable; each week to stand by itself.

Holidays.

4. (a.) The following shall be the recognized holidays : Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Labour Day, Sovereign's Birthday, and the day on which the annual picnic is held.

(b.) No deductions from the wages of weekly hands shall be made for these holidays with the exception of the annual picnic day, for which day such hands shall not be paid. Weekly-wage hands shall be paid double time for work required to be done on any of these holidays or on Sunday, and pieceworkers shall be paid at an extra rate of 2s. per hour for work required to be done on any of these holidays or on Sunday.

(c.) When Christmas Day or Boxing Day falls on a Sunday the following day shall be the recognized holiday.

General Conditions.

5. There shall be a fair distribution of work among all operatives in each workroom by the employer. Where there are several workrooms of the employer the same shall be considered and included as one workroom for the purposes of this clause. During the slack season a turn-board shall be kept by the employer and employees.

6. The employer shall have the right to introduce whatever machinery his business may in his opinion require, and to divide and subdivide labour in any way he may deem necessary, subject to the payment of wages as herein prescribed : Provided that there shall be employed on coats not less than one journeyman to every four journeywomen or apprentices or fraction of four, and in calculating the number of men actually employed on the job pressers shall be excluded from the calculation.

7. Every employer shall be entitled to the fullest control over the management of his factory, and to make such regulations as he deems necessary for time-keeping and good order.

8. No garment shall be sold as tailor-made unless it is made in the workshop or premises of the employer by whom the order is taken and paid for in accordance with the provisions of this award.

9. The rules as to "standing-time" shall be as follows : At the first try-on, when the workman has picked the coat to pieces and given it to the cutter to mark up and cut for him, if the worker is kept idle for more than twenty minutes by reason of the cutter not giving him back the coat within that time he shall be paid full time for any time over the twenty minutes during which he shall be kept idle as before mentioned.

10. All pressers shall be *bona fide* tailors subject to the provisions of this award, but this shall not compel an employer to dismiss a presser, or to disqualify for employment any person who is a qualified presser, by reason of his having been employed in the past as a tailor's presser. Before employing in the future any person as a presser who

is not a tailor or such qualified person as aforesaid the employer shall give notice to the union, and if no tailor or such qualified presser is available within one week from such notice the employer may employ any other person, and thereafter shall not be obliged to discharge such person in order to replace him by a tailor.

Detail Disputes.

11. In the case of a dispute as to the interpretation of any of the clauses or provisions hereof or of anything in the time statement, such dispute shall be referred to a joint committee consisting of two representatives of the union and two of the employers, to be appointed as occasion requires. Such representatives shall elect a chairman, who shall have a casting-vote; and in default of their agreeing on a chairman, the chairman shall be the Conciliation Commissioner for the district. The interpretation adopted by such committee shall be deemed to be the proper interpretation of the award subject to any ruling of the Court.

Under-rate Workers.

12. (a.) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on the application of the worker after due notice to the union, by the local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b.) Such permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector or other person shall think fit.

(c.) Notwithstanding the foregoing, it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having the same so fixed.

(d.) It shall be the duty of the union to give notice to the Inspector of Awards of every agreement made with a worker pursuant thereto.

(e.) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Preference.

13. (a.) If any employer shall hereafter engage any worker coming within the scope of this award who shall not be a member of the union,

and who shall not become a member thereof within fourteen days after his engagement 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 of the union equally qualified to perform the particular work required to be done, and ready and willing to undertake the same.

(b.) The provisions of the foregoing clause shall operate only if and so long as the rules of the union shall permit any worker coming within the scope of this award 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 1s. per week.

Scope of Award.

14. This award shall operate throughout the Northern Industrial District.

Term of Award.

15. This award shall come into force on the 17th day of August, 1925, and shall continue in force until the 16th day of August, 1928.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 30th day of July, 1925.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

The principal matter left to the Court was that of wages. The Court has raised the rates of weekly and hourly workers to the level of those now payable to other skilled workers, and has adjusted the log rate accordingly.

F. V. FRAZER, Judge.