

(8433.) NORTHERN INDUSTRIAL DISTRICT TAILORESSES (DRESS-
MAKERS, AND MILLINERS).—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 Tailoresses' and other Female Clothing Trade Employees' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Abercrombie, Miss, Dressmaker, 13A Tabernacle Buildings, Newton,
Auckland.

Advance Outfitters, Dressmakers, H.B. Buildings, Auckland.

- Ahlfeld, Miss B., Dressmaker, 60 City Chambers, Queen Street, Auckland.
 Arnold Company, Dressmakers, 194 Karangahape Road, Auckland.
 Attwood, Miss V. E., Dressmaker, 153 Karangahape Road, Auckland.
 Baker, Miss K., Dressmaker, Whitehall Buildings, Queen Street, Auckland.
 Bark, Miss J., Dressmaker, 23 Dunbar Road, off Dominion Road, Auckland.
 Barton Walker, Mrs. E., Dressmaker, Strand Arcade, Auckland.
 Betterton and Co., E., Dressmakers, 8 Schofield Street, Grey Lynn, Auckland.
 Blair, Mrs. V. M., Dressmaker, Premier Buildings, Auckland.
 Bradstreet, J. A., Dressmaker, 102-6 Karangahape Road, Auckland.
 Bremner, M. and J., Dressmakers, 210 Jervois Road, Auckland.
 Butler, Miss Doreen, Dressmaker, 64 Queen Street, Auckland.
 Chappell and Clarke, Misses, Dressmakers, 75 City Chambers, Queen Street, Auckland.
 Cheguidden, M. R., Dressmaker, 15 Parkfield Terrace, Khyber Pass, Auckland.
 Cheyne, Mrs. M., Dressmaker, 132 Remuera Road, Auckland.
 Clark, Adeline, Dressmaker, Olesen Buildings, Epsom, Auckland.
 Cohen, Mrs. A., Dressmaker, 134 Victoria Street, Auckland.
 Cole, Miss L., Dressmaker, 52 Jervois Road, Ponsonby, Auckland.
 Cooper, Madame E., Dressmaker, 9 Tabernacle Buildings, Auckland.
 Court and Sons (Limited), George, Dressmakers, Karangahape Road, Auckland.
 Court (Limited), John, Dressmakers, Queen Street, Auckland.
 Coutts, Misses, Dressmakers, 243 Queen Street, Onehunga, Auckland.
 Cowdrey, Mrs., Dressmaker, 295 Great North Road, Auckland.
 Cox, Misses M. and C., Dressmakers, Mount Albert Road, Royal Oak, Auckland.
 Cramp, Mrs. Annie, Dressmaker, 21 Pentland Avenue, Mount Eden, Auckland.
 Cranston, Mrs. H., Dressmaker, 225 Karangahape Road, Auckland.
 Culpitt, Misses C. and E., Dressmakers, 611 Dominion Road, Auckland.
 Davies, Miss A., Dressmaker, 16 Great South Road, Remuera, Auckland.
 Dawson, Miss M., Dressmaker, 201 Broadway, Newmarket, Auckland.
 Dickson, Miss E. L., Dressmaker, 27 Richmond Road, Ponsonby, Auckland.
 Duncan, Miss E. J., Dressmaker, Robertson Road, Avondale, Auckland.
 Eely, Miss L., Dressmaker, 2 Wellesley Chambers, Auckland.
 Egan and Schofield, Misses, Dressmakers, 196 Dominion Road, Auckland.
 Ellison, Miss E. J., Dressmaker, Great North Road, Grey Lynn, Auckland.
 Evans, Miss, Dressmaker, 137 Broadway, Newmarket, Auckland.
 Flatt, Miss A. S., Dressmaker, 27 Disraeli Street, Grey Lynn, Auckland.
 Fountain, Miss, Dressmaker, 162 Remuera Road, Auckland.
 Gallagher, Miss J., Dressmaker, 5 Great North Road, Auckland.
 Gallagher, Mrs. J., Dressmaker, 35 Great North Road, Auckland.
 Gamble, Miss E., Dressmaker, Roseberry Avenue, Birkenhead, Auckland.
 Gildea, Miss M., Dressmaker, 476 Queen Street, Auckland.
 Ginn, Miss Elsie, Dressmaker, 40 Winstone Buildings, Queen Street, Auckland.
 Grove, Miss P. L., Dressmaker, 5 and 6 Central Chambers, Broadway, Newmarket, Auckland.
 Harris, Miss E., Dressmaker, 186 Karangahape Road, Auckland.
 Harris, Miss E. E., Dressmaker, 63 Khyber Pass, Auckland.
 Hart Bros. (Limited), Dressmakers, 243 Queen Street, Auckland.
 Henry and Harling, Dressmakers, 193 Symonds Street, Auckland.
 Hewson, Miss L. M., Dressmaker, 119 Remuera Road, Auckland.
 Highbury Drapery House, Dressmakers, Highbury Corner, Birkenhead, Auckland.

- High, Miss E. C., Dressmaker, Albert Street, Auckland.
 Hopper, Mrs., Dressmaker, 6 Pacific Buildings, Wellesley Street, Auckland.
 Houghton, Mrs. A. A., Dressmaker, 220 Ponsonby Road, Auckland.
 Hunwick, Miss F., Dressmaker, Strand Arcade, Queen Street, Auckland.
 Jenkinson, Miss Grace, Dressmaker, 64 Brunswick Buildings, Queen Street, Auckland.
 Johnson, Mrs. C. M., Dressmaker, 7-8 Woolworth Offices, Karangahape Road, Auckland.
 Johnston, Mrs. M., Dressmaker, Great South Road, Otahuhu, Auckland.
 Jones, Miss L. A., Dressmaker, 2 St. Mary's Road, Ponsonby, Auckland.
 Kelleher, Mrs. E., Dressmaker, 15 Premier Buildings, Queen Street, Auckland.
 Kennedy, Miss F. I., Dressmaker, Princess Buildings, Queen Street, Auckland.
 Kipp, Miss S., Dressmaker, 185 Ponsonby Road, Auckland.
 Kirkley, Miss, Dressmaker, 46 City Chambers, Queen Street, Auckland.
 Lawler and Bulford, Dressmakers, 110 Green Lane Road, Green Lane, Auckland.
 Lawrenson, Miss E., Dressmaker, 456 Queen Street, Auckland.
 Leech, Miss J. M., Dressmaker, 290 Ponsonby Road, Auckland.
 LeRoy, Mrs. L. S., Dressmaker, 370 Dominion Road, Auckland.
 Leslie, Miss M. E. F., Dressmaker, 53 Great North Road, Auckland.
 Lewis and Jones, Misses, Dressmakers, 314 Dominion Road, Auckland.
 Lorraine, Miss F. E., Dressmaker, 482 Queen Street, Auckland.
 Lynch, Mrs. C., Dressmaker, 62 Bellevue Road, Auckland.
 McAffer, Miss E., Dressmaker, H.B. Buildings, Karangahape Road, Auckland.
 McAveaney, Miss E., Dressmaker, 11 King Street, Arch Hill, Auckland.
 McClymont and Woodhead, Misses, Dressmakers, 40 City Chambers, Queen Street, Auckland.
 McKenzie, Miss I., Dressmaker, 146 Grafton Road, Auckland.
 "Ninette" (F. MacKenzie), Dressmaker, H.B. Buildings, Queen Street, Auckland.
 McNaughton, Miss K., Dressmaker, 591 Mount Eden Road, Auckland.
 Marshall, Mrs. L., Dressmaker, 108 Jervois Road, Ponsonby, Auckland.
 Matheson and Battson, Misses, Dressmakers, 24 H.B. Buildings, Queen Street, Auckland.
 Maton, Mrs. C., Dressmaker, 26 France Street, Newton, Auckland.
 May, Misses K. and M., Dressmakers, 92 Grange Road, Mount Eden, Auckland.
 Miller, Miss E. H., Dressmaker, Broadway Chambers, Newmarket, Auckland.
 Miller, Miss Jean, Dressmaker, Greenwood's Corner, Epsom, Auckland.
 Milne and Choyce (Limited), Dressmakers, Queen Street, Auckland.
 Morrella, Miss M., Dressmaker, 5 Bon Marche Buildings, Newton, Auckland.
 Moses, Miss A. V. M., Dressmaker, 12 Pitt Street, Auckland.
 Moses, Miss H. L., Dressmaker, 17 Tabernacle Buildings, Newton, Auckland.
 Murray, Miss A., Dressmaker, 3 Gladstone Buildings, Quay Street, Auckland.
 Neale and Anderson, Misses, Dressmakers, 154 Karangahape Road, Auckland.
 Noonan, Miss B., Dressmaker, 81A Great North Road, Auckland.
 O'Connor and Dann, Misses, Dressmakers, 27 Palmerston Buildings, Queen Street, Auckland.
 Ogilvie's Fashions (Limited), Dressmakers, 316 Queen Street, Auckland.
 O'Moore, Miss E., Dressmaker, 2 St. Mary's Road, Ponsonby, Auckland.
 Palmer and Co. (Limited), E., Dressmaker, Royal Oak, Auckland.

- Palmerston, Mrs. N., Dressmaker, Hill and Plummer Buildings, Queen Street, Auckland.
- Pascoe, Miss O., Dressmaker, 40 Watson's Buildings, Wellesley Street, Auckland.
- Patterson and Hitchins, Misses, Dressmakers, 29 Broadway, Newmarket, Auckland.
- Pearson, Miss I. M., Dressmaker, corner Main Street and Hauraki Road, Birkenhead, Auckland.
- Porter, Miss E., Dressmaker, 569 Manukau Road, Epsom, Auckland.
- Porter, Mrs. H. L., Dressmaker, 515 Dominion Road, Auckland.
- Rae and McLean, Misses, Dressmakers, 10 Charlotte Street, Eden Terrace, Auckland.
- Redfern, Mrs. E., Dressmaker, 175A Symonds Street, Auckland.
- Richards, Misses, Dressmakers, 148 Ponsonby Road, Auckland.
- Roach, Mr. V. R., Dressmaker, 13 Karangahape Road, Auckland.
- Roberts, Miss M., Dressmaker, 30 Victoria Street West, Auckland.
- Robinson, Miss M. G., Dressmaker, 52 O'Neill Street, Ponsonby, Auckland.
- Sampson and Cashmore, Misses, Dressmakers, 212 Victoria Arcade, Queen Street, Auckland.
- Simons, Mrs. A. H., Dressmaker, 87 Victoria Street, Auckland.
- Singer Sewing-machine Company, Dressmakers, 213 Queen Street, Auckland.
- Smith, Miss E., Dressmaker, 132 Karangahape Road, Auckland.
- Smith and Caughey (Limited), Dressmakers, Queen Street, Auckland.
- Smith, Gwen, Dressmaker, H.M. Arcade, Queen Street, Auckland.
- Smith, Miss M., Dressmaker, 15 Alten Road, Auckland.
- Stenbeck, Miss M. H., Dressmaker, 23 Richmond Avenue, Grey Lynn, Auckland.
- Thompsons, Miss M., Dressmaker, 115 Dominion Road, Auckland.
- Veall, Miss P. R., Dressmaker, 22 Chamberlain Avenue, Mount Eden, Auckland.
- Vickers, Miss C., Dressmaker, 444 Queen Street, Auckland.
- Vine, Miss Myra, Dressmaker, 189 Symonds Street, Auckland.
- Williams, Miss, Dressmaker, 40 Victoria Avenue, Mount Eden, Auckland.

Millinery.

- Adams, Mr. J. H., Milliner, 93-95 Parnell Road, Auckland.
- Allingham, Mr. R. J., Milliner, 203 New North Road, Kingsland, Auckland.
- Baker, Mrs. M., Milliner, 63 Karangahape Road, Auckland.
- Bennett, Mrs. M. A., Milliner, 229 Symonds Street, Auckland.
- Bonner, Miss F. E., Milliner, 57 Victoria Road, Devonport, Auckland.
- Chant, Miss R. D., Milliner, 273 Dominion Road, Auckland.
- Chaplin, Miss H. M., Milliner, 102 Albert Street, Auckland.
- Clark and Sons (Limited), Archibald, Milliners, Elliott Street, Auckland.
- Collinson and Williams (Limited), Milliners, 203-9 Symonds Street, Auckland.
- Cooper, Mrs. M. C., Milliner, 9 Mount Eden Road, Auckland.
- Dalziel, Miss A., Milliner, 450 Upper Queen Street, Auckland.
- Dimeon, Mrs. H., Milliner, 141 Broadway, Newmarket, Auckland.
- Dixon, Miss, Milliner, 32 Victoria Street, Auckland.
- Eeles, Mrs. A., Milliner, 10 Probert Chambers, Queen Street, Auckland.
- Foote Bros. (Limited), Milliners, 75 Elliott Street, Auckland.
- Garnham, Misses W. and E., Milliners, Mennie's Buildings, Symonds Street, Auckland.
- Gunman and Lepper, Misses, Milliners, 456 Queen Street, Auckland.
- Hatchwell, Miss K., Milliner, 16 Tabernacle Buildings, Newton, Auckland.
- Hoban, Miss L., Milliner, 264 Queen Street, Auckland.
- Irwin, Miss L. A., Milliner, 366 Queen Street, Auckland.

Jenkins, Mrs. A. J., Milliner, 36 Victoria Street West, Auckland.
 Johns and Henwood, Milliners, 49 Victoria Road, Devonport, Auckland.
 Kelly, Mrs. A., Milliners, 151 Symonds Street, Auckland.
 Gordon-Kergan, Miss, Milliner, 438 Mount Eden Road, Auckland.
 Kerr, Mrs. A., Milliner, 368 Dominion Road, Auckland.
 Leaning, Misses, Milliners, 2 Inverness Buildings, Karangahape Road, Auckland.
 Lowe Bros., Milliners, 25 Marine Square, Auckland.
 McCabe, The Misses, Milliners, corner Karangahape Road and Queen Street, Auckland.
 McDowell, Mrs. M., Milliner, 3 Strand Arcade, Auckland.
 Macky, Logan, Caldwell (Limited), Milliners, Darby Street, Auckland.
 Mitchell, Mrs. P., Milliners, 1 Park Avenue, Grafton, Auckland.
 Nidd, Miss, Milliner, 28 Karangahape Road, Auckland.
 Owen, Miss E., Milliner, 38A Khyber Pass, Auckland.
 Pearce, Miss R. L., Milliner, 494 Queen Street, Auckland.
 Ray, Madame, Milliner, Symonds Street, Auckland.
 Regan, Misses, Milliners, 106 Eden Terrace, Auckland.
 Rendells Limited, Milliners, Karangahape Road, Auckland.
 Robotham, Miss K., Milliner, A.M.P. Buildings, Queen Street, Auckland.
 Robson, Mrs. E., Milliner, Premier Buildings, Durham Street, Auckland.
 Russell, Mrs. M. A., Milliner, 31 Karangahape Road, Auckland.
 Shanlys Limited, Milliners, Ponsonby, Auckland.
 Sneddens Limited, Milliners, Upper Symonds Street, Auckland.
 Snowden, Miss K., Milliner, 223 Karangahape Road, Auckland.
 Walker, Miss M., Milliner, 5 H.B. Buildings, Queen Street, Auckland.
 Webley, Mrs. E., Milliner, Wellesley Street, Auckland.
 Wheeler, Miss D., Milliner, Dominion Road Terminus, Auckland.
 Woods, Miss L. M., Milliner, 12 Wellesley Street East, Auckland.
 Yates, Misses, Milliners, Probert Buildings, Queen Street, Auckland.
 Zahara, J. (Bon Marche), Milliner, Karangahape Road, Auckland.
 Zukerman, R., Milliner, 173 Lorne Street, Auckland.

SUBDISTRICTS.

Helensville.

Simcock, Miss I., Dressmaker, Bridge Street, Helensville.

Papakura.

Smith, Miss O. M., Dressmaker, Great South Road, Papakura.
 Swindail, Miss A., Dressmaker, Great South Road, Papakura.

Pukekohe.

Kinnaird, Mrs. A. T., Dressmaker, King Street, Pukekohe.
 Massey, Mrs. A. E., Dressmaker, Pukekohe.
 Shotbolt and Son, W. G., Milliners, King Street, Pukekohe.
 Wade, Mrs. C., Milliner, King Street, Pukekohe.

Thames.

Hetheringtons Limited, Milliners, Pollen Street, Thames.
 Lynch, M., Dressmaker, Pollen Street, Thames.
 Plant, Miss E. J., Dressmaker, Mary Street, Thames.
 Smith, Miss A., Dressmaker, Pollen Street, Thames.

Waipu.

McLean's Store, Dressmaker, Waipu.

Whangarei.

Broughton and Carr, Misses, Dressmakers, Bank Street, Whangarei.
 Calder, Mrs. J., Dressmaker, Bank Street, Whangarei.
 Drake, Miss L., Dressmaker, Cameron Street, Whangarei.
 Gray Bros. (Limited), Milliners, corner of Cameron and Bank Streets,
 Whangarei.
 Jack and Sons (Limited), D. W., Dressmakers, Bank Street, Whangarei.
 Judd, Mrs. E. M., Dressmaker, Wrack Street, Whangarei.
 McIntyre, Mrs. E. H., Milliner, Cameron Street, Whangarei.
 Pegg and Paige, Dressmakers, James Street, Whangarei.
 Purdie, Mrs. A., Milliner, Cameron Street, Whangarei.

Hamilton.

Christie, Miss E., Dressmaker, Victoria Street, Hamilton.
 Hamer and Morrison, Milliners, Victoria Street, Hamilton.
 Hooker and Kingston, Milliners, Victoria Street, Hamilton.
 Houlden, W. J., Milliners, Victoria Street, Hamilton.
 House and Dakings (Limited), Dressmakers and Milliners, Victoria
 Street, Hamilton.
 Houlden and Brewer, "Langsford's Speciality House," Milliners, Vic-
 toria Street, Hamilton.
 Lawrence, J., Dressmaker and Milliner, Victoria Street, Hamilton.
 Medway, E., Dressmaker, Palmerston Street, Hamilton.
 Multrus, V., Dressmaker, Victoria Street, Hamilton.
 O'Reilly and Parker, Dressmakers, 12 Devon Road, Frankton.
 Parsonson, C. F., Dressmaker, Victoria Street, Hamilton.
 Sedgwick, B., Dressmaker, Victoria Street, Hamilton.
 Snadon, A., Dressmaker, Victoria Street, Hamilton.
 Turner, Miss I. B., Dressmaker, Victoria Street, Hamilton.
 Wellings, W., Dressmaking, Victoria Street, Hamilton.

Morrinsville.

Gummer, C. M., Millinery, Morrinsville.
 Mallett, A. and M., Millinery, Morrinsville.
 Reid, Mrs. K., Dressmaker, Morrinsville.

Ngaruawahia.

Smith, L. and M., Dressmakers, Jesmond Street, Ngaruawahia.

Cambridge.

Calvert and Co., G., Milliners, Cambridge.
 Hopwood, Mrs. J., Dressmaker, Cambridge.
 Marshall, J., Dressmaker, Cambridge.
 Matthews, E. C., Dressmaker, Cambridge.
 Meyer, H. F., Dressmaker, Cambridge.
 Sayers and Ward, Milliners, Cambridge.
 Stewart, Miss G., Dressmaker, Cambridge.

Kihikihi.

Campkin, L., Dressmaker, Kihikihi.
 McFlinn, L., Dressmaker, Kihikihi.

Matamata.

Cullen, M., Dressmaker, Matamata.
 Cummings, J. E., Millinery, Matamata.
 Darby, F. M., Millinery, Matamata.

Paeroa.

Douglas, H., Milliner, Paeroa.
Phipps, M., Dressmaker, Paeroa.

Putaruru.

Beal, A., Dressmaker, Putaruru.
Hall, E., Dressmaker, Putaruru.

Rotorua

Weeks, Miss A. R., Milliner, Rotorua.

Taumarunui.

Collins, J. R., Dressmaker, Taumarunui.
Comrie, M., Dressmaker, Taumarunui.
Cummings, W. P., Dressmaker, Taumarunui.
Wilson, M. E., Dressmaker, Taumarunui.

Tauranga.

Cahill and Pilcher, Dressmakers and Milliners, Tauranga.

Te Aroha.

Faville, L. M., Dressmaker, Te Aroha.

Te Awamutu.

Findlay, E., Dressmaker, Te Awamutu.
Mathews, M., Dressmaker, Te Awamutu.
Neill, M., Dressmaker, Te Awamutu.

Te Kuiti.

Bates, J., Milliner, Te Kuiti.
Hall, J., Dressmaker, Te Kuiti.
Pine, M. R., Milliner, Te Kuiti.
Taylor, L., Milliner, Te Kuiti.

Te Puke.

Cunningham and Larcombe, Milliners, Te Puke.

Waihi.

Garvey, A., Dressmaker, Waihi.
Pennell, E. H., Dressmaker, Waihi.

GISBORNE.

Adair Bros., (Limited), Dressmakers, Gladstone Road, Gisborne.
Barrett, Miss M., Milliner, 186 Gladstone Road, Gisborne.
Brokenshire, Miss L., Milliner, Gladstone Road, Gisborne.
De Lisac, H. Dressmaker, Fitzherbert Street, Gisborne.
Egdell, Mrs. I., Milliner, 217 Gladstone Road, Gisborne.
Grant, Mrs. A., Dressmaker, 363 Gladstone Road, Gisborne.
Green, Miss, and Ditchfield, Mrs., Dressmakers, Gladstone Road, Gisborne.
Hampton, Mrs. V., Milliner, 24 Peel Street, Gisborne.
Lunn, Miss H., Dressmaker, 167 Gladstone Road, Gisborne.
McGruer and Co., Milliners, Gladstone Road, Gisborne.
Melbourne Cash (B. G. Morris), Milliner, 110 Gladstone Road, Gisborne.
Nigro, Miss M., Dressmaker, Ormond Road, Gisborne.
Pettie and Co. (Limited), William, Dressmakers, Gladstone Road, Gisborne.
Phillips and Paton, Misses, Dressmakers, 210 Gladstone Road, Gisborne.
Rosie and Co., C., Milliners, Gladstone Road, Gisborne.
The Cash Stores (Adair Bros.), Milliners, Gladstone Road, Gisborne.

SUBDISTRICTS.

Donnelly, Mrs. A., Dressmaker, Church Street, Opotiki.
 Sanford, Miss, Dressmaker, Church Street, Opotiki.
 Plummer, R. L., Milliner, Church Street, Opotiki.

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 21st day of December, 1925, and shall continue in force until the 21st day of December, 1927, 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 3rd day of December, 1925.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Classes of Workers.

1. The classes of workers recognized by this award are journeywomen, apprentices, improvers, and under-rate workers.

Hours of Work.

2. The hours of work for all classes of workers shall be forty-four per week.

Term of Apprenticeship.

3. The term of apprenticeship for those engaged in any capacity shall be three years. Each worker shall also serve a term of one year as an improver.

Wages.

4. (a.) Wages shall be paid to apprentices at the weekly rates hereinafter set forth :—

	£	s.	d.
First six months	0	15	0
Second six months	0	17	6
Third six months	1	0	0
Fourth six months	1	2	6
Fifth six months	1	5	0
Sixth six months	1	7	6
Seventh six months	1	10	0
Eighth six months	1	15	0
Thereafter	2	5	0

(b.) No worker over the age of twenty-one years shall be paid less than £1 7s. 6d. per week, except as may be provided under the provisions of clause 14 hereof.

Apprentices.

5. The following provisions shall apply to apprentices :—

(a.) The proportion of apprentices shall be not more than two to every journeywoman employed.

(b.) An apprentice shall serve for the full period, and be taught the branch of the trade to which she is apprenticed. The term "branch of the trade" in this award shall be held to mean—For dressmakers, (i) all work done by hand on coats, bodices, and skirts, and (ii) machining; for milliners, whole trade.

(c.) It shall be obligatory on the part of the employer to pay the wages stipulated in the award, and to teach the apprentice the branch of the trade to which she is apprenticed. Any apprentice who has served a period at a branch of a kindred trade shall have such time counted as part of the apprenticeship as though it had been served at the branch of the trade to which she is apprenticed.

(d.) The employer shall not dismiss the apprentice for want of work, but must in such case provide her with another employer within a reasonable distance who will continue the first employer's obligations as to teaching and wages.

(e.) When the full time of apprenticeship is served the employer shall give the apprentice a certificate of the time served.

(f.) Should an employer dismiss an apprentice for good cause he shall nevertheless give her a certificate for the time served.

(g.) It shall be obligatory on the part of the apprentice to remain with the employer till the full time is served, unless dismissed for misconduct or discharged by removal from the locality or other sufficient cause.

(h.) Notice of dismissal, transference, or discharge by operation of law shall be given by the employer to the Inspector of Awards, who, if requested to do so by the secretary of the local union, shall furnish such secretary with the information supplied by the employer with regard to any particular apprentice or apprentices.

(i.) Three months' probation shall be allowed the first employer of any apprentice to determine her fitness, such three months to be included in the period of apprenticeship.

(j.) Absence on account of sickness, accident, or default of the apprentice, amounting in the whole to more than one month in the year, shall be made up by the apprentice, and the period of apprenticeship shall be extended by a period equivalent to such lost time.

(k.) An employer shall not be bound to pay an apprentice for time lost through sickness or through the default of the apprentice, or by her voluntary absence from work with the consent of the employer.

Overtime.

6. (a.) Any time worked beyond the ordinary hours in any one day in any one factory shall be deemed overtime, and shall be paid for at the rate of time and a half for the first three hours. Twenty-four hours' notice shall be given by the employer to any worker called upon to work overtime. When less than twenty-four hours' notice has been given, 1s. 6d. shall be paid for tea-money.

(b.) Double rates shall be paid for any work done on Sunday, the statutory half-holiday, or on any of the following holidays: New Year's Day, Good Friday, Easter Monday, Labour Day, Sovereign's Birthday, Christmas Day, annual picnic day if observed as such, and Anzac Day.

(c.) This clause is subject to the provisions of the Factories Act, 1921-22.

Holidays.

7. The following holidays shall be observed and paid for: New Year's Day, Good Friday, Easter Monday, Labour Day, Sovereign's Birthday, and Christmas Day.

Payment of Wages.

8. (a.) All wages shall be paid weekly or fortnightly not later than Friday, within fifteen minutes of the usual time for ceasing work.

(b.) When a worker is dismissed by her employer, then and in such case all wages due to her shall be paid at the time of her dismissal.

(c.) Employers shall not keep more than one day's wages in hand at any pay-day.

Machinery and Subdivision of Work.

9. The employer shall have the right to divide and subdivide labour in any way he may deem necessary, subject to the other provisions of this award.

Control of Factory.

10. 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. Every workroom shall be properly heated and ventilated.

Deductions from Wages.

11. (a.) Any time lost through sickness or the default of the worker, or by reason of any breakdown or accident to the machinery used by the employer, or shortage of work necessitating temporary suspension of any section of the factory, shall be deducted from her wages, provided that any such time exceeds one continuous hour. In other cases where notice has not been given the previous day, and any worker presents herself for employment in the morning, such worker shall be entitled to half a day's pay. If any worker has so presented herself in the morning, and is required to attend in the afternoon, and no work is available, such worker shall be entitled to a further half-day's pay.

(b.) No wages shall be paid for time lost through the factory being closed for the annual factory holidays or public holidays (except as provided in clause 7), or for stock-taking, or cleaning the premises.

(c.) When slackness of work or the exigencies of trade render it necessary to work short time the employer shall distribute the work as evenly among all classes of workers as circumstances will permit, and in such cases workers shall be paid only for the time actually worked, subject to subclause (a) hereof.

Termination of Engagement.

12. Twenty-four hours' notice of the termination of the employment of any journeywoman shall be given by the employer to the worker, or by the worker to the employer, as the case may be.

Matters not provided for.

13. Any dispute in connection with any matter not provided for in this award shall be settled between the particular employer concerned and the president or secretary of the union, and in default of any agreement being arrived at then such dispute shall be referred to the local Conciliation Commissioner, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Conciliation Commissioner, may appeal to the Court upon giving written notice of such appeal to the other party within seven days after such decision shall have been communicated to the party desiring to appeal.

Under-rate Workers.

14. (a.) Any worker who considers herself 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, her 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 her to have her 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 hereto.

(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.

15. (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 her 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 this clause shall operate only if and so long as the rules of the union shall permit any worker 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 9d. per week, and such fines as may be lawfully imposed on her for non-attendance without reasonable excuse at a specially called meeting of the union, of which written notice has been given to her or sent to her by post at her last address as notified by her to the union, or for

misconduct at a meeting of the union, or for being more than three months in arrear, without reasonable excuse, in her contributions to the union: Provided that the maximum fine shall not exceed 2s. 6d. for non-attendance at a meeting of the union or for being in arrear with her contributions, and £1 for misconduct at a meeting of the union.

(c.) An employer, on request by the union, at intervals of not less than three months, shall furnish to the union a list of all new employees engaged during the preceding three months.

(d.) The secretary or organizing secretary of the union shall be permitted to interview employees at their place of employment on any one day in each month at a suitable time to be mutually arranged between the employer and the secretary of the union.

Scope of Award.

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

Term of Award.

17. This award shall come into force on the 21st day of December, 1925, and shall continue in force until the 21st day of December, 1927.

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 3rd day of December, 1925.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

The clauses in dispute have been settled on the lines of the new Factory Tailoresses' award.

F. V. FRAZER, Judge.