

(8449.) WELLINGTON, CANTERBURY, WESTLAND, AND OTAGO
AND SOUTHLAND CLOTHING TRADES.—AWARD.

In the Court of Arbitration of New Zealand, Wellington, Canterbury, Westland, and Otago and Southland Industrial Districts.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the New Zealand Federated Clothing Trade Employees Industrial Association of Workers and the Christchurch Tailoresses, Cutters, Pressers, and other Clothing Trade Employees' Industrial Union of Workers (hereinafter called "the union"), and the under-mentioned persons, firms, and companies (hereinafter called "the employers") :—

The New Zealand Wholesale Clothing-manufacturers' Industrial Association of Employers, Wellington.

Wellington.

Ashley, G. W., Clothing-manufacturer, 130 Cuba Street, Wellington.

Blake, L. and J., Clothing-manufacturers, Dixon Street, Wellington.

Carswell, Lewis, Clothing-manufacturers, 24 Manners Street, Wellington.

Cathie and Son, Clothing-manufacturers, 69 Victoria Street, Wellington.

City Clothing Company, Clothing-manufacturers, Cuba Street, Wellington.

Clay, T. H., Clothing-manufacturer, Manners Street, Wellington.

Costume Manufacturing Company, Cuba Street, Wellington.

Craighead Bros., Clothing-manufacturers, 86 Riddiford Street, Newtown, Wellington.

Crown Clothing Manufacturing Company (N.Z.), (Limited), Clothing-manufacturers, Willis Street, Wellington.

Dray, W., Clothing-manufacturer, 580 Wakefield Street, Wellington.

Empire Clothing Company, Clothing-manufacturers, 60 Victoria Street, Wellington.

Excelsior Clothing Company, Clothing-manufacturers, Old Customhouse Street, Wellington.

Forrester, J., Clothing-manufacturer, Old Customhouse Street, Wellington.

Fowlds, G., Clothing-manufacturer, Manners Street, Wellington.

Gill, Mrs., Clothing-manufacturer, 134 Manners Street, Wellington.

Gill, —, Clothing-manufacturer, Victory Buildings, Courtenay Place, Wellington.

Haydon and Co. (Limited), Clothing-manufacturers, 16A Courtenay Place, Wellington.

Hunter Tailoring Company, Clothing-manufacturers, Riddiford Street, Wellington.

Kirkcaldie and Stains, Clothing-manufacturers, Lambton Quay, Wellington.
 Levy, A. (Limited), Clothing-manufacturers, Customhouse Quay, Wellington.
 New Zealand Clothing Factory, Clothing-manufacturers, Cuba Street, Wellington.
 Phillips, H., Costume-manufacturer, Cuba Street, Wellington.
 Renown Clothing-manufacturers, Herbert Street, Wellington.
 Russell, A., Clothing-manufacturer, Courtenay Place, Wellington.
 Samuels and Kelly, Clothing-manufacturers, Inglewood Place, Wellington.
 Schneideman and Son, 46 Cable Street, Cuba Street, and Manners Street, Wellington.
 Smith, J., and Son, Clothing-manufacturers, Manners Street, Wellington.
 Solomon, I., Clothing-manufacturer, Blair Street, Wellington.
 Tracey Costume-manufacturers, Edward Street, Wellington.
 Union Clothing Company, Clothing-manufacturers, Lambton Quay and Manners Street, Wellington.
 Victoria Laundry, Clothing-manufacturers, Tasman Street, Wellington.
 Vogue, —, Clothing-manufacturers, Willis Street, Wellington.
 Wellington Accordion Pleating Company, Clothing-manufacturers, 60 Willis Street, Wellington.
 Wellington Clothing-manufacturers' Industrial Union of Employers (Secretary's address: 58 Jervois Quay, Wellington).
 Wellington Woollen-manufacturing Company (Limited), Clothing-manufacturers, Jervois Quay, Wellington.

Westland.

Crown Clothing Manufacturing Company (N.Z.), (Limited), Clothing-manufacturers, Mawhera Quay, Greymouth.
 Crown Clothing Manufacturing Company (N.Z.), (Limited), Westport.

Christchurch.

Ballantyne, J., and Co. (Limited), Clothing-manufacturers, Cashel Street, Christchurch.
 Beath and Co. (Limited), Clothing-manufacturers, Cashel Street, Christchurch.
 Canterbury Wholesale Clothing-manufacturers' Industrial Union of Employers, Christchurch.
 Canterbury Woollen Company, corner of Manchester and Cashel Streets, Christchurch.
 Christchurch Clothing Factory (White and Myhere), Clothing-manufacturers, 224 St. Asaph Street, Christchurch.
 Crown Clothing Manufacturing Company (N.Z.), (Limited), Clothing-manufacturers, 130 Manchester Street, Christchurch.
 Goodman and Weisz, Costume-manufacturers, 107 Cashel Street, Christchurch.
 Harrall, Thomas, and Co., Clothing-manufacturers, 91 Cashel Street, Christchurch.
 Hollander, J., and Son, Clothing-manufacturers, 173 High Street, Christchurch.
 Hollander, J., Clothing-manufacturer, 222 St. Asaph Street, Christchurch.
 Kaiapoi Woollen-manufacturing Company (Limited), Clothing-manufacturers, Allen Street, Christchurch.
 Kaler, E. C., Clothing-manufacturer, 117A Manchester Street, Christchurch.
 Murphy, J., Clothing-manufacturer, 69 Litchfield Street, Christchurch.
 Oswin and Co., Costume-manufacturing Company, 88 Litchfield Street, Christchurch.
 Paramount Tailoring Company, Clothing-manufacturers, 229 Manchester Street, Christchurch.
 Pyne, S. F., Clothing-manufacturer, 623 Colombo Street, Christchurch.
 Scott-Service Tailoring Company (Limited), Clothing-manufacturers, Scott-Service Buildings, High Street, Christchurch.
 Spitz, Eugene, and Co. (Limited), Clothing-manufacturers, 77 Cashel Street, Christchurch.
 Strange and Co. (Limited), Clothing-manufacturers, High Street, Christchurch.
 Wellington Woollen-manufacturing Company (Limited), Litchfield Street, Christchurch.
 Wilkinson and Andrew, Clothing-manufacturers, Tuam Street, Christchurch.

Dunedin.

- Ansell, A. E., Mantle and Costume Manufacturer, 54 Leith Street, Dunedin.
 Barnes, W., Mantle-manufacturer, 123 Stuart Street, Dunedin.
 Bernstein, D., and Co., Mantle and Costume Manufacturer, 10 Dowling Street, Dunedin.
 Blackie, A. L. (Miss), Mantle and Costume Manufacturer, 166 Rattray Street, Dunedin.
 Bruce, R., Clothing-manufacturer, 144 Stuart Street, Dunedin.
 Butterworth Bros. (Limited), Clothing-manufacturers, High Street, Dunedin.
 Coombes, A. (Miss), Mantle and Costume Manufacturer, 26 Dowling Street, Dunedin.
 Crown Clothing Manufacturing Company (N.Z.), (Limited), Clothing-manufacturers, 289A George Street, Dunedin.
 Denford, H., Mantle and Costume Manufacturer, 123 Stuart Street, Dunedin.
 Dunedin Wholesale Clothing-manufacturers' Industrial Union of Employers, 144 Stuart, Dunedin.
 Gillies, K., Clothing-manufacturer, 387 Moray Place, Dunedin.
 Green, V., Mantle-manufacturer, 387 Moray Place, Dunedin.
 Hubbard, J., Dry Cleaner, 291 King Street, Dunedin.
 London Dye Works, Dyers and Dry Cleaners, 134 George Street, Dunedin.
 Moodie, J. F., and Co., Mantle-manufacturers, 9 Dowling Street, Dunedin.
 Munro, C., and Co., Clothing-manufacturers, Bath Street, Dunedin.
 McGrath and Elmslie, Oil-clothing Manufacturers, 244 Princes Street, Dunedin.
 McLean, F. and T. (Limited), Clothing-manufacturers, 387 Moray Place, Dunedin.
 New Zealand Clothing Factory, Clothing-manufacturers, Dowling Street, Dunedin.
 Palmer, P., Clothing-manufacturer, 228 Princes Street, Dunedin.
 Preston Dye and Dry-cleaning Works (C. Billsborough), Octagon, Dunedin.
 Ross and Glendining (Limited), Clothing-manufacturers, High Street, Dunedin.
 Sargood, Son, and Ewan (Limited), Clothing-manufacturers, 95 High Street, Dunedin.
 Seelye, J. C., Clothing-manufacturer, 89 Princes Street, Dunedin.
 Steel and Co., Clothing-manufacturers, Jetty Street, Dunedin.
 Swift, A., and Co., Mantle and Costume Manufacturers, 229 Princes Street, Dunedin.
 Taylor's City Dye Works, Dyers and Dry Cleaners, 137 George Street, Dunedin.
 Thompson, A., and Sons, Oil-clothing Manufacturers, 253 Princes Street, Dunedin.
 Woodhouse, Mrs. A., Dress and Costume Manufacturer, 10 Lees Street, Dunedin.

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, journeymen, female 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.

Provisions relating to Tailoresses.

3. The term of apprenticeship for females engaged in any capacity (except shirtmaking) in a clothing-factory shall be three years. Each worker shall also serve a term of one year as an improver.

Wages of Female Apprentices and Improvers.

4. (a.) The minimum wages of female apprentices and improvers employed in any capacity shall be at the following weekly rates, namely:—

	£	s.	d.
For the first six months	0	15	0
For the second six months	0	17	6
For the third six months	1	0	0
For the fourth six months	1	2	6
For the fifth six months	1	5	0
For the sixth six months	1	7	6
For the seventh six months	1	10	0
For the eighth six months	1	15	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 23 hereof.

Female Apprentices.

5. The following provisions shall apply to apprentices:—

(a.) There shall be no limitation to the number of apprentices employed.

(b.) An apprentice shall serve for the full period under competent supervision, and shall 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 all work done by hand on coats, mackintoshes, vests, trousers, or ladies' apparel respectively. In machining, "branch of the trade" shall be held to mean coat-machining, vest-machining, trousers-machining, denim or mole machining, ladies' apparel machining, button-hole or other special machining.

(c.) It shall be obligatory on the part of the employer to pay the wages stipulated in this 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 in the same employ (such as shirt-machining) 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, may 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.) Time lost on account of illness amounting on the whole to more than one month in the year shall be made up by the apprentice before she shall be deemed to have entered upon her next succeeding year of apprenticeship.

(k.) No deduction shall be made from the wages of an apprentice except for time lost through sickness or default of the apprentice.

Definitions.

6. (a.) A "journeywoman" is one who has served her time as an apprentice and as an improver at any branch of the trade.

(b.) An "under-rate worker" is one who, having served her apprenticeship and improvership, has her wages fixed in accordance with the clause hereinafter dealing with such cases.

Journeywomen's Wages.

7. The minimum wage for journeywomen shall be £2 5s. per week.

Overtime.

8. (a.) Any time worked beyond the ordinary hours in any one day in any one factory shall be deemed to be overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter. 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 Saturday afternoon, Sunday, or on any of the following holidays: New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, the Sovereign's birthday, Christmas Day, and the day of the annual picnic, if held.

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

PROVISIONS RELATING TO MALE MACHINISTS.

Minimum Wages.

9. The minimum wage for male machinists employed in any department of the clothing trade covered by this award shall be £4 7s. 6d. per week (2s. per hour), and the provisions of clause 13 hereof shall apply to such machinists.

Provisions relating to Cutters.

10. The minimum wage for a second-class chart cutter shall be £4 11s. per week (2s. 1d. per hour); for a stock cutter and trimmer, £4 7s. 6d. per week (2s. per hour); for examiner in charge of finishing-room, £4 7s. 6d. per week (2s. per hour).

Definitions.

11. (a.) A "second-class chart cutter" is one who cuts to measure from block patterns supplied by the employer.

(b.) A "stock-clothing cutter" is one who understands the laying-up, chalking-in, and cutting by shears, knife, or machine of all classes of clothing. When a stock-clothing cutter in the discharge of his duties is partially employed in cutting shirts he shall be paid in terms of this award.

(c.) An "examiner" is one who is responsible in the finishing-room for the folding and sending out of all classes of clothing.

Cutters' Requisites.

12. All cutters' requisites shall be provided by the employer.

Overtime.

13. (a.) Any time worked beyond the ordinary hours in any one day in any one factory shall be deemed to be overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter. 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 Saturday afternoon, Sunday, or on any of the following holidays: New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Sovereign's birthday, Christmas Day, and also the day of the annual picnic, if observed.

Piecework.

14. Piecework shall not be allowed.

PROVISIONS RELATING TO PRESSERS AND OTHERS.

15. (a.) Pressers shall be paid, at the option of the employer, either a minimum wage of £4 7s. 6d. per week (2s. per hour) or the piecework rates specified in the subjoined log. Clothing-oilers shall be paid the minimum time wage prescribed for pressers.

(b.) No female shall be employed on seam-opening by hand or at underpressing for more than four hours in any one day. This clause shall not affect workers at present employed in the industry, nor shall it prevent whole-time employment of females on seam-opening machines. Females substantially employed on seam-opening machines shall be paid not less than the minimum wage prescribed for journey-women.

(c.) No woman or girl shall be called upon to do pressing-off of coats, vests, trousers, mantles, and heavy garments.

(d.) There shall be only one system of working and paying pressers in force in any factory at one time.

(e.) Casual workers shall be paid at the rate of not less than 2s. 4d. per hour. A "casual worker" is one who is employed for less than three days continuously.

Overtime.

16. Clause 13 hereof shall apply to pressers and clothing-oilers, with the addition that pieceworkers shall be paid rate and a half for overtime.

GENERAL PROVISIONS RELATING TO ALL CLASSES OF WORKERS.

Payment of and Deductions from Wages.

17. (a.) All wages shall be paid weekly not later than Friday within fifteen minutes of the usual time for ceasing work. Employers shall not keep more than one day's wages in hand at any pay-day.

(b.) Subject to the provisions of the Factories Act, 1921-22, any time lost through the sickness or default of a 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 his or 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 himself or herself for employment in the morning, such worker shall be entitled to a half-day's pay. If any worker has so presented himself or 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.

(c.) No wages shall be paid for time lost through the factory being closed for the annual factory holidays or for stock-taking or cleaning the premises, but this clause is subject to the provisions of the Factories Act, 1921-22, with regard to the payment of wages for certain holidays.

(d.) 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 (b) hereof.

Machinery and Subdivision of Work.

18. 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 other provisions of this award or any order under the Apprentices Act, 1923.

Control of Factory.

19. 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.

Termination of Engagement.

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

Chart Orders.

21. Factory orders may be tried on, before or after completion within any factory that manufactures in the wholesale way for any *bona fide* town or country agent.

Preference.

22. (a.) If any employer shall [hereafter engage any worker coming within the scope of this award who shall not be a member of any industrial union of workers affiliated to the industrial association of workers party hereto, and who shall not become a member thereof within fourteen days after his or 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 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 or verbal 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 him or her for non-attendance without reasonable excuse at a specially called meeting of the union, of which written notice has been given to him or her or sent to him or her by post at his or her last address as notified by him or 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 his or 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 his or her contributions, and £1 for misconduct at a meeting of the union.

(c.) An employer, on request by the local 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 local 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 local union.

(e.) The term "union" shall include the Christchurch Tailoresses, Cutters, Pressers, and other Clothing Trade Employees' Industrial Union of Workers.

Under-rate Workers.

23. (a.) Any worker who considers himself or 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, his or 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 him or her to have his or 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.

Bonus System.

24. In all cases where a bonus is paid to workers it shall be the duty of the employer to state to the workers concerned the basis on which the bonus is calculated, so that each worker may know the amount he or she is entitled to receive, and be able to check the calculation thereof.

Matters not provided for.

25. If any dispute or question arises as to any matter not provided for by this award, such dispute or question shall be settled by the employer concerned and the chairman or secretary of the local union, and if they cannot agree then by the Conciliation Commissioner for the industrial district in which the dispute or question shall arise.

Hand-pressing Log.

26. The following rates shall be paid, with the addition of 50 per cent. :—

	SLOPS.		
	Men's (each). s. d.	Youths' (each). s. d.	Boys' (each). s. d.
Sacs—			
Tweed	0 5	0 4	0 3½
Tweed, unlined	0 4	0 3	0 2½
Worsted	0 6	0 4½	0 4
Worsted, unlined	0 5	0 4	0 3½
Flannel, tennis and cricket, unlined	0 4	0 3	0 2½
Volunteer undress uniform coats	0 5	0 4	0 3½
Volunteer cotton uniform coats	0 3	..	..
Pagets and Beauforts, tweed	0 7	0 6	..
Pagets and Beauforts, worsted	0 8	0 7	..
Overcoats—			
Tweed	0 7	0 6	0 5
Worsted	0 8	0 7	0 6
Juvenile, up to and including size 6 .. .. .	..	..	0 4
Juvenile, with cape attached .. .. .	..	..	0 5
Chesterfields and coverts	0 7	0 6	0 5
Chesterfields and coverts, worsted	0 8	0 7	0 6
Capes, plain	0 1	0 1	0 1
D.B., 1d. extra .. .. .	..	..	..
Military mounted	0 8	..	..

	Men's (each). s. d.	Youths' (each). s. d.	Boys (each). s. d.
Pilot coats	0 7	0 6	..
Reefer jackets, juvenile .. .. .	.. ..	..	0 3 $\frac{1}{2}$
Sailor jackets and hussars, plain or pleated .. .. .	.. ..	..	0 2 $\frac{1}{4}$
Sailor jackets and hussars over size 12 .. .. .	.. ..	..	0 3
Norfolks, juvenile, to size 16 .. .. .	.. ..	..	0 3
Norfolks, step collar, all material	0 5	0 4	0 3 $\frac{1}{2}$
Conways, juvenile .. .. .	.. ..	..	0 2 $\frac{1}{2}$
Rolled or velvet collar, 1d. extra.			
Long rolled collar, men's suits.			
Dress and frock coats	1 3	..	..
Vests, tweed, over size 12 (as youths)	0 2	0 1 $\frac{1}{2}$	0 1 $\frac{1}{4}$
Vests, worsted, black or blue cloth	0 2 $\frac{1}{2}$	0 2	0 2
Trousers	0 3	0 2 $\frac{3}{4}$	0 2 $\frac{1}{2}$
If shrunk	0 2 $\frac{1}{2}$	0 2 $\frac{1}{4}$	0 2
Shrinking	0 1	0 1	0 1
Strapped	0 6	0 3 $\frac{1}{2}$	..
Strapped, if shrunk	0 4	0 3	..
Uniform	0 3	0 2 $\frac{3}{4}$	..
Cricketing or tennis	0 3	0 2 $\frac{3}{4}$	0 2
Cricketing or tennis, if shrunk	0 2 $\frac{1}{2}$	0 2 $\frac{1}{4}$	0 2
Worsted—men's 6d., boys' and youths' 3d., per dozen extra.			
Knickers—			
Plain, flattened out	0 2	0 1 $\frac{1}{2}$	0 1
Cycling, continuation or breeches	0 3	0 3	0 3
Over size 12, as youths, if topped	0 2 $\frac{1}{2}$	0 2	0 1 $\frac{1}{2}$
Strap and buckle	0 3	0 2 $\frac{3}{4}$	0 2 $\frac{1}{2}$
Strap and buckle, juvenile .. .. .	.. ..	..	0 2
Stable jackets	0 3	..	..
Stable vests	0 2 $\frac{1}{2}$	..	..
Trousers, moleskin	0 1	0 1	0 1
Trousers, dungaree	0 1	0 1	0 1
Sacs, dungaree	0 2	0 2	0 2
Combinations, dungaree	0 3	..	..
Leggings and gaiters, if flattened out	0 1 $\frac{1}{2}$	..	..
Leggings and gaiters, if shrunk	0 3	..	..
Ladies' capes, plain, unlined, 3d.			
Ladies' capes, trimmed, lined, 5d.			
Trousers, turned-up bottoms (extra)	0 2 $\frac{1}{2}$	..	..

Tailor-made or Second-class Chart, to embrace all Material.

Men's sacs	0 8	..	..
Youths' sacs .. .. .	.. ..	0 7	..
Men's vests	0 2 $\frac{1}{2}$	..	..
Youths' vests .. .. .	.. ..	0 2	..
Trousers	0 5	..	..
ORDERS.			
Sacs, tweed	0 10	0 9	0 8
Beauforts and Pagets, tweed	1 3	..	..
Overcoats	1 0	0 11	0 10
Overcoats, capes	0 2	0 2	0 2
Dress or frock	1 9	..	..
Sailors, hussars, or Melvilles .. .. .	.. ..	..	0 4
Vests, tweed	0 3	0 2 $\frac{1}{2}$	0 2 $\frac{1}{2}$
Vests, worsted or bound	0 3 $\frac{1}{2}$	0 3	0 3
Trousers	0 6	0 5	0 4
Trousers, shrinking	0 2	0 2	0 2
Knickers	0 4	0 3 $\frac{1}{2}$	0 3
Knickers, strap and buckle	0 6	0 5	0 4

	Men's (each).		Youths' (each).		Boys' (each)	
	s.	d.	s.	d.	s.	d.
Railway officials' uniforms, frock	1 6	..	..	..	..
Railway officials' uniforms, sac	0 8	..	..	..	..
Coats, firemen's uniform	0 8	..	..	..	..
Coats, Volunteer or band uniforms, trimmed	0 8	..	..	..	..
Railway vests	0 3	..	..	..	..
Railway trousers	0 5	..	..	..	..
Military trousers	0 5	..	..	..	..
Repressing trousers	0 6	0 4	0 3	0 3	0 3
ff coat-collars shrunk to shape, 1d. extra.						

NOTE.—Garments not provided for, at prices to be agreed upon between employer and employee.

Alterations shall be paid for at the rate of 1s. 10d. per hour.

All black or blue doeskin, and such serges as may be determined between employer and employee, also bound garments, shall be paid same as worsteds. All pressing-material requisites shall be provided by the employer.

Exemptions.

27. Messrs. McGrath and Elmslie, oil-clothing manufacturers, 244 Princes Street, Dunedin, and Messrs. A. Thompson and Sons, oil-clothing manufacturers, 253 Princes Street, Dunedin, shall be exempt from all the provisions of this award so long as they shall work their workers not longer than the hours prescribed in this award, and so long as they shall pay to the workers employed by them not less than the rates of wages prescribed in this award while engaged on work coming within its scope, and provided further that the provisions of this award relating to clothing-oilers shall not apply to the said parties so long as the work of oiling is performed under the same conditions and in respect of the same class of garments and materials as at present.

Scope of Award.

28. This award shall operate throughout the Wellington, Canterbury, Westland, and Otago and Southland Industrial Districts.

Term of Award.

29. 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 Court has settled the clauses relating to wages, termination of engagement, holidays, and term of award. In other respects the award embodies the recommendations of the Conciliation Council, which the parties agreed to accept,

F. V. FRAZER, Judge.