

CANTERBURY INDUSTRIAL DISTRICT.

(8491.) CANTERBURY SHOP-ASSISTANTS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury 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 undermentioned persons, firms, and companies (hereinafter called “the employers”):—

- Alston, Robert, Fancy-goods Importer, Stafford Street, Timaru
Anderson, G. and S., Ladies' Outfitters, 75 Stafford Street, Timaru
Anderson, Misses, Soft-goods Importers, Timaru
Archer and Currie, Outfitters, 123 Gloucester Street, Christchurch
Armstrong, T., and Co. (Limited), Soft-goods Importers, &c., 775 Colombo Street, and 120 High Street, Christchurch
Ashby, Bergh, and Co. (Limited), Hardware-importers, &c., 235 High Street, Christchurch
Aslin, Mrs. R. M., Stationer, 60 Cathedral Square, Christchurch
Atkinson, H., Soft-goods Importer, &c., 127 Manchester Street, Christchurch
Austin and Co., Furniture-store, 615 Colombo Street, Christchurch
Baker, J. W. W., Stationer, 651A Colombo Street, Christchurch
Ballantyne, J., and Co., Soft-goods Importers, &c., 128 Cashel Street, Christchurch
Ballantyne, J., and Co., Soft-goods Importers, Stafford Street, Timaru
Barfett, T. R., House-furnisher, 127 Manchester Street, Christchurch
Bargrove, R., Draper, 60 Seaview Road, New Brighton
Barnham, H. J. (Limited), Drapers, Akaroa
Barrett, H. C., and Co., Soft-goods Importers, 89 East Street, Ashburton
Barsham, Mrs. Martha E., Stationer, 460 Colombo Street, Christchurch
Beath and Co. (Limited), Drapers, Kaikoura
Beath and Co. (Limited), Soft-goods Importers, 146-150 Cashel Street, Christchurch, and Timaru
Bedford, F. H., Hardware-importer, 413 Colombo Street, Christchurch
Begg and Co., Soft-goods Importers, High Street, Christchurch
Bell, C. B., Soft-goods Importer, Rangiora
Bendall, V. A., Draper, Leeston
Benjes, F. L., Soft-goods Importer, Kaiapoi

- Berry, A., Soft-goods Importer, &c., Waimate
 Berry and Co., Soft-goods Importers, 90 Cashel Street, Christchurch
 Berry, G. L. (Hulbert's), Soft-goods Importer, 239 High Street, Christchurch
 Bible and Truth Depot, Stationers, 84 Manchester Street, Christchurch
 Bismans Limited, Soft-goods Importers, 25 Seaview Road, New Brighton
 Blackmore, E., Soft-goods Importer, Temuka
 Blackwell, J. H., Draper, Kaiapoi
 Blackwell, T. G., Stationer, Kaiapoi
 Bowles, W., Soft-goods Importer, Colombo Street, Christchurch
 Bowley, W. A., Soft-goods Importer, 485 Colombo Street, Sydenham
 Brice, J. T., Soft-goods Importer, London Street, Lyttelton
 Bridget, W., Bootmaker, Rangiora
 Briscoe and Co. (Limited), Ironmongers, 184 Manchester Street, Christchurch
 Brown, Bernard, Draper, Leeston
 Brown, E. B. P., and Co., Soft-goods Importers, Rangiora
 Browning, L., Bootmaker, 170 High Street, Christchurch
 Bruce, L. M., Draper, Fairlie
 Buchanan, D., and Co., Bootmakers, 160 Manchester Street, Christchurch
 Bullen, H. R., Soft-goods Importer, 663 Colombo Street, Christchurch
 Burgess, Michael J., Stationer, 60 East Street, Ashburton
 Burns, Miss L. R., Fancy-goods Importer, 11 Cashel Street, Christchurch
 Burns, W. T., Soft-goods Importer, 617 Colombo Street, and 415 Cambridge Terrace, Christchurch
 Bursell, Thomas F., Soft-goods Importer, Fairlie
 Burson, Miss E., Soft-goods Importer, Colombo Street, Sydenham, Christchurch
 Burt, E. D., and Co., Soft-goods Importers, 81 Stafford Street, Timaru
 Burt, John, Stationer, 90 Worcester Street, Christchurch
 Callan, H. R., Clothier, Waimate
 Cameron, Matthew, Stationer, Temuka
 Canterbury Farmers' Co-operative Association (Limited), Soft-goods Importers, &c., Geraldine
 Canterbury Farmers' Co-operative Association (Limited), Soft-goods Importers, &c., Fairlie
 Canterbury Farmers' Co-operative Association (Limited), Soft-goods Importers, &c., Timaru
 Canterbury Farmers' Co-operative Association (Limited), Soft-goods Importers, &c., Waimate
 Carey's Limited, "Ready-made Store," Drapers, Kaikoura
 Carpenter, G., and Co., Soft-goods Importers, Timaru
 Cash Clothing Company, Soft-goods Importers, 109 Manchester Street, Christchurch
 Cash Tailoring Company (D. Macdonald, Proprietor), Soft-goods Importers, Colombo and Manchester Streets, Christchurch
 Chapman Bros., Soft-goods Importers, &c., Southbridge
 Chapman, S., Stationer, 700 Colombo Street, Christchurch
 Chisnall and Stewart, Boot and Shoe Importers, 750 Colombo Street, Christchurch
 Christie, E. E., Soft-goods Importer, Stafford Street, Timaru
 City Drapery Company, Soft-goods Importers, 94A Manchester Street, Christchurch
 Clarke, Jane, Stationer, Rangiora
 Clements, G., Soft-goods Importer, Temuka
 Cocks, T., and Sons, Soft-goods Importers, 76 Victoria Street, Christchurch

- Collins, E., Stationer, Canterbury Street, Lyttelton
 Collins, J. H., Soft-goods Importer, Lyttelton
 Collins, W. H., and Co., Ironmongers, East Street, Ashburton
 Cook, J., Soft-goods Importer, Oxford East
 Cooke, W., and Co., Hardware Importers, Kaikoura
 Coombs, A., Hardware-importer, &c., Cust
 Cooper, E. U., Soft-goods Importer, Cust
 Craig, D., and Co., Stationers, 736 Colombo Street, Christchurch
 Crombie, J., Soft-goods Importer, Temuka
 Davidson, J., Draper, &c., Kaikoura
 Dixon, J., Mercer, Burnett Street, Ashburton
 Dominion Book Co. (H. Thomas), Stationers, 729 Colombo Street, Christchurch
 Donaldson, Mrs. Amelia, Stationer, 940 Colombo Street, Christchurch
 Downing, C., Boot and Shoe Importer, 616 Colombo Street, Christchurch
 Drapery Importing Company (Limited), Soft-goods Importers, 154 Cashel Street, Christchurch
 Drayton and Jones, Drapers, Colombo Street, Christchurch
 Dudley, Frederick Williams, Soft-goods Importer, 374 Lincoln Road, Christchurch
 Du Feu and Co., Boot and Shoe Importers, 757 Colombo Street, Christchurch
 Duffin Bros., Soft-goods Importers, 625 Colombo Street, Christchurch
 Dunstan and Dyer, Clothier, Corner Gloucester and Colombo Streets, Christchurch
 East, F. H., and Co., Stationers, 147 Manchester Street, Christchurch
 East, H., and Co., Stationers, 729 Colombo Street, Christchurch
 Economic Limited, Ladies' Outfitters, 131 Cashel Street, Christchurch
 Eldridge, E., Storekeeper, Leeston
 Elsinore Limited, Ladies' Outfitters, 123 Cashel Street, Christchurch
 Emms, Sarah, Soft-goods Importer, Rakaia
 England and McRae, Ironmongers, Stafford Street, Timaru
 Featherstone and Pye, Soft-goods Importers, &c., Rakaia
 Flower, F. H., Draper, Kaikoura
 Fyfe, Alexander J., Stationer, 243 and 105 Stafford Street, Timaru
 Gabites, Arthur, Soft-goods Importer, 137 Stafford Street, Timaru
 Gabites, Arthur, Soft-goods Importer, Temuka
 Gapper and Sheen (Limited), Soft-goods Importers, &c., Temuka
 Gas, Coal, and Coke Company (Limited), Timaru
 Godfrey, Philip, Soft-goods Importer, 71 Manchester Street, Christchurch
 Golding Bros., Hardware Importers, Rangiora
 Gough and Sons, Boot and Shoe Importers, Ashburton
 Gough and Sons, Boot and Shoe Importers, 431 Colombo Street, Christchurch
 Gough and Sons, Boot and Shoe Importers, 274 High Street, Christchurch
 Gracie, R., Clothier, 771 Colombo Street, Christchurch
 Graham and Clear, Soft-goods Importers, &c., Waimate
 Graham, Wilson, and Smellie, Soft-goods Importers, 178 High Street, Christchurch
 Granges Limited, Drapers, 99 Stafford Street, Timaru
 Hamilton and Rodder, Soft-goods Importers, Lyttelton
 Hanna, Misses, Drapers, Stafford Street, Timaru
 Hanna, Misses, Soft-goods Importers, High Street, Christchurch
 Hannah and Gee, Misses, Soft-goods Importers, 208 High Street, Christchurch
 Hannah, R., and Co. (Limited), Boot and Shoe Importers, 117 Cashel Street, Christchurch

- Hannah and Co., Boot Importers, Stafford Street, Timaru
 Hardy, C. A., and Co. (Limited), Soft-goods Importers, &c., Rakaia
 Harris Bros., Furniture-Importers, 158 Hereford Street, Christchurch
 Harris Imperial Boot Depot, Boot and Shoe Importers, 619 Colombo
 Street, Christchurch
 Hastie, Bull, and Pickering, Hardware-importers, &c., 11 Cashel Street,
 Christchurch
 Hawkey and Son, Boot and Shoe Importers, 190 Stafford Street, Timaru
 Hawkins, H. M., and Co., Ironmongers, Rangiora
 Hayward, F. H., General Storekeeper, Kaikoura
 Heford, G., and Co., Soft-goods Importers, 64 East Street, Ashburton
 Herberts Limited, Drapers, Stafford Street, Timaru
 Hicks, Charles, Soft-goods Importer, &c., Leeston
 Hill, D. J., Blouse Specialist, High Street, Christchurch
 Hollanders Limited, Ladies' Outfitters, High Street, Christchurch
 Holmes and Son, Soft-goods Importers, 130 High Street, Christchurch
 Holmes and Son, Soft-goods Importers, &c., Stafford Street, Timaru
 Hopkins, Alfred, Stationer, 55 East Street, Ashburton
 Hughes, T. J., Soft-goods Importer, Rangiora
 Hunt, Arthur, Stationer, Kaiapoi
 Hurdley, J. E., and Sons, Soft-goods Importers, &c., 735 Colombo
 Street, Christchurch
 Hurdley, J. E. and Sons, Soft-goods Importers, &c., Stafford Street,
 Timaru.
 Hutton, P. W., and Co., Stationers, 165 Stafford Street, Timaru
 Ingold, Samuel R., Soft-goods Importer, 157 High Street, and 442
 Colombo Street, Christchurch
 Isitt, L. M. (Limited), Stationers, Cashel Street, Christchurch
 James, Mrs. M. P., Soft-goods Importer, Colombo Street, Sydenham
 Jecks, Earnest, Stationer, Leeston
 Johnston, J., and Sons, Hardware-importers, Rangiora
 Johnston, R., Soft-goods Importer, Oxford East
 Jones, H. M., Stationer, 86 East Street, Ashburton
 Jutsum, Mary, Stationer, 191 High Street, Christchurch
 Kaiapoi Supply Stores, Soft-goods Importers, &c., Kaiapoi
 Kartun, S., Soft-goods Importer, 225 Manchester Street, Christchurch
 Kerr and Co., Drapers, Waimate
 Kingston, W. T., Stationer, Temuka
 Knight, F. C., Soft-goods Importer, Lyttelton
 Lake, W. T., Boot and Shoe Importer, 409 Colombo Street, Christchurch
 Lawire and Dalton, Furniture-importers, 210 Tuam Street, Christchurch
 Leggett and Lintot, Soft-goods Importers, &c., Kaiapoi
 Lewitt, Thomas, Soft-goods Importer, Akaroa
 Liberty's Limited, Soft-goods Importers, 212 High Street, Christchurch
 Logan, E. H., Soft-goods Importer, &c., Geraldine
 Lows Limited, Importers, 48 Manchester Street, Christchurch
 Louvre, The, Soft-goods Importers, 186 Stafford Street, Timaru
 McClelland, S. G., Soft-goods Importer, Stafford Street, Timaru
 McDonald and Dunlop, Soft-goods Importers, &c., Ashburton
 McGruer, Davis, and Co., Soft-goods Importers, &c., 63 Stafford Street,
 Timaru
 McHarg, James T., Soft-goods Importer, 66 Regent Street, Woolston
 McKenzie and Willis, Furniture-importers, Cathedral Square, Christ-
 church
 McKenzie, John R., Fancy-goods Importer, 258 High Street, Christ-
 church, and 321 Stafford Street, Timaru
 McKenzie, R. S., and Co., Furniture-importers, &c., 143 Cashel Street,
 Christchurch
 Macgregor, N., Stationer, Geraldine

- McKeon, Earnest L., Soft-goods Importer, 404 Colombo Street, Christchurch
- McMenamin, W. H., Mercer, 161 High Street, Christchurch
- Mably, Thomas, Draper, Kaiapoi
- Mackie and Miles, General Storekeepers, Kaikoura
- Mahan, Daniel, Soft-goods Importer, Lyttelton
- Manning and Co., Hardware Store, Colombo Street, Christchurch
- Manning and Dawson, Hardware Stores, Timaru
- Marriott, H., Soft-goods Importer, Fairlie
- Marriott, H., Soft-goods Importer, 131 Stafford Street, Timaru
- Martin, F. H., Stationer, Geraldine
- Mason, Struthers, and Co. (Limited), Hardware-importers, &c., 656 Colombo Street, Christchurch
- Matheson, Kennett, and Co., Soft-goods Importers, &c., 646 Colombo Street, Christchurch
- Meddins, George, Hardware-importer, 108 Burnett Street, Ashburton
- Milner, Mrs. A. M., Draper, Burnett Street, Ashburton
- "Minerva," Ladies' Outfitters, 174 Cashel Street, Christchurch
- Minsons Limited, Fancy-goods Importers, &c., 746 Colombo Street, Christchurch
- Mitchell, A., Stationer, 76 East Street, Ashburton
- Mitchell, H. S., Boot and Shoe Importer, 165A Cashel Street, Christchurch
- Mitchell, J. M., Soft-goods Importer, &c., Colombo Street, Christchurch
- Mitchell Shoe Store, Boot and Shoe Importers, 762 Colombo Street, Christchurch
- Mitchell, T. S., Outfitter, Waimate
- Moore and Jones, Drapers, Ashburton
- Moore, Miss D., Soft-goods Importer, 115 Cashel Street, Christchurch
- Moore, W. J., Soft-goods Importer, &c., 46 East Street, Ashburton
- Morrins, W., Draper, Kaikoura
- Morris, W., and Son, Fancy-goods, &c., Stores, Kaikoura
- Morrison Bros., Soft-goods Importers, &c., Geraldine
- Munday, W. E., and Sons (Limited), Soft-goods Importers, 367 Colombo Street, Christchurch
- Murphy, James, Boot and Shoe Importer, Rangiora
- New Zealand Clothing Factory, Soft-goods Importers, 137 Cashel Street, Christchurch
- New Zealand Clothing Factory, Soft-goods Importers, &c., East Street, Ashburton
- New Zealand Clothing Factory, Soft-goods Importers, &c., 117 Stafford Street, Timaru
- New Zealand Farmers' Co-operative Association of Canterbury (Limited), Drapers, &c., Kaikoura
- New Zealand Farmers' Co-operative Association of Canterbury (Limited), Drapers, &c., Ashburton
- New Zealand Farmers' Co-operative Association of Canterbury (Limited), Soft-goods Importers, Hawarden
- New Zealand Farmers' Co-operative Association of Canterbury (Limited), Soft-goods Importers, &c., Leeston
- New Zealand Farmers' Co-operative Association of Canterbury (Limited), Soft-goods Importers, &c., Oxford East
- New Zealand Farmers' Co-operative Association of Canterbury (Limited), Soft-goods Importers, &c., Rangiora
- New Zealand Farmers' Co-operative Association of Canterbury (Limited), Soft-goods Importers, Cashel Street, Christchurch
- Nicholls, P. S., and Co., Furniture-importers, Manchester Street, Christchurch
- Nicholson and Co., Soft-goods Importers, 764 Colombo Street, Christchurch

- Oakey, H. B., Stationer, &c., 662 Colombo Street, Christchurch
 Oed, A. J., Soft-goods Importer, Rangiora
 Ormiston, J., Soft-goods Importer, 39 Stafford Street, Timaru
 O'Rourke, Soft-goods Importer, 184 Stafford Street, Timaru
 Orr, J., and Co., Hardware-importers, 68 East Street, Ashburton
 Pannell and Co., Boot and Shoe Importers, Manchester Street, Christchurch
 Papanui Stores Company (F. C. Seabrook), Papanui
 Patterson and Prisk, Soft-goods Importers, 114 Cashel Street, Christchurch
 Pearson, Mrs. G., Fancy-goods Importer, Stafford Street, Timaru.
 Phillips, John, Soft-goods Importer, 109 Manchester Street, Christchurch
 Plimsoll, George, Soft-goods Importer, 78 Manchester Street, Christchurch
 Pluck and Co., Soft-goods Importers, &c., Rakaia
 Pope, Mrs. M. S., Soft-goods Importer, 104 Cashel Street, Christchurch
 Poppy, Madame, Soft-goods Importer, 194 Cashel Street, Christchurch
 Price, Miss, Milliner, High Street, Christchurch
 Priest and Holdgate, Hardware-importers, &c., 179 Stafford Street, Timaru
 Prosser, A. E., Boot and Shoe Importer, Temuka
 Radcliff, J., Soft-goods Importer, &c., Stafford Street, Timaru.
 Ramsay and Miller, Drapers, Stafford Street, Timaru
 "Raymonds," 687 Colombo Street, Christchurch
 Redfern, C., Fancy-goods Importer, &c., 101 Manchester Street, Christchurch
 Redfern, C., Fancy-goods Importer, &c., Rangiora
 Reece, E. (Limited), Hardware-importers, 661 and 675 Colombo Street, Christchurch
 Rhodes, John, Soft-goods Importer, 213 High Street, Christchurch
 Riordan Bros., Soft-goods Importers, &c., Southbridge
 Robinson, S. N., Soft-goods Importer, 253 High Street, Christchurch
 Robinson, Stewart, Boot and Shoe Importer, 108 Cashel Street, Christchurch
 Salvation Army Book and Musical Depot, Stationers, 138 Armagh Street, Christchurch
 Scheidemann and Sons (Limited), Soft-goods Importers, 700 Colombo Street, Christchurch
 Segers, H. C., Soft-goods Importer, &c., East Street, Ashburton
 Shackelton, G. L., Soft-goods Importer, Waimate
 Sheard, T., and Sons, Soft-goods Importers, &c., Geraldine
 Sherwin and Sherwin, Stationers, Fairlie
 Simpson and Williams, Stationers; 238 High Street, and Moorhouse Avenue, Christchurch
 Sklaard, M., Soft-goods Importer, Rangiora
 Slaney, R., and Son, Boot and Shoe Importers, 659 Colombo Street, Christchurch
 Smith and Anthony (Limited), Stationers, 209 Manchester Street, Christchurch
 Smith Bros., Hardware-importers, 27 East Street, Ashburton
 Smith, D., and Son, Boot and Shoe Importers, 206 and 280 High Street, Christchurch
 Smith, E. G., Ironmonger, High Street, Christchurch
 Snow, Charles G., Soft-goods Importer, Stafford Street, Timaru
 Solomon, S., Draper, &c., Cheviot
 Souter, J. W., Boot and Shoe Importer, 97 Stafford Street, Timaru
 South, J. M., and Co., Soft-goods Importers, &c., Amberley
 South New Zealand Tract Society, Stationers, 84 Cashel Street, Christchurch
 Sparrow, A. E., Boot and Shoe Importer, 48 East Street, Ashburton

Sparrow, W. J., Mercer, East Street, Ashburton
 Steele and Gray, Soft-goods Importers, Waimate
 Strachan, H. C., Soft-goods Importer, Stafford Street, Timaru
 Strange, W., and Co., Retailers, &c., High Street, Christchurch
 Strange, W., and Co. (Limited), Drapers, &c., Kaikoura
 Strange, W., and Co. (Limited), Soft-goods Importers, &c., Ashburton
 Sutherland and McKetterick, Soft-goods Importers, 245 Stafford Street,
 Timaru
 Tapper, Robert A., Fancy-goods Importer, 728 Colombo Street, Christ-
 church
 Temple, Mrs. J. S., Soft-goods Importer, 763 Colombo Street, Christ-
 church
 "The Hub" (Mr. Burley), Draper, 685 Colombo Street, Christchurch
 Thomas, J. H., Soft-goods Importer, &c., Hawarden
 Thomas, N. L., Stationer, Waimate
 Thomson, T. and J., Soft-goods Importers, 223 Stafford Street North,
 Timaru
 Thornton, John (Limited), Boot and Shoe Importers, 254 High Street,
 Christchurch
 Timaru City Council, Electrical Department, Timaru
 Tomlinson, H. T., Draper, Methven
 Tonks, Norton, and Co. (Limited), Furniture-importers, &c., 105 Here-
 ford Street, Christchurch
 Tredennick, J. H., Soft-goods Importer, Lyttelton
 Turner, Albert J. S., Soft-goods Importer, &c., Akaroa
 Undrill Bros., Mercers, High Street, Ashburton
 Undrill, T. H., and Co., Soft-goods Importers, &c., Ashburton
 Vangioni, Louis, Soft-goods Importer, &c., Akaroa
 Walden and Nunn, Soft-goods Importers, 722 Colombo Street, Christ-
 church
 Walker, F. T. B., Stationer, Waimate
 Walls, T. H., Soft-goods Importer, Lyttelton
 Weeks Limited, Stationers, 231 Tuam Street, Christchurch
 Westropp, Misses, Fancy-goods Importers, 117 Stafford Street, Timaru
 Wheeler, C. F., Stationer, East Street, Ashburton
 Whitcombe and Tombs (Limited), Stationers, &c., 111 Cashel Street,
 Christchurch.
 White, A. J. (Limited), Soft-goods Importers, &c., High Street and
 Taum Street, Christchurch
 Williams, A. T., Stationer, Stafford Street, Timaru
 Wylie, R., Soft-goods Importer, &c., Kaiapoi

and

The Christchurch Retail Shop-assistants (other than Grocers,
 Chemists, Tobacconists, and Hairdressers' Assistants) Indus-
 trial Union of Workers (hereinafter called "the union").

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 1st day of January, 1926, and shall continue in force until the 31st 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 14th day of December, 1925.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Interpretation.

1. For the purpose of this award every person shall be deemed to be a shop-assistant who is substantially engaged in any capacity in connection with the reception, display, or sale of goods, or orders for goods, in or for the retail establishments of those employers who are bound by this award: Provided, however, that this shall not include persons engaged in office-work; and provided, further, that the provisions of this award shall not be operative in respect of departmental managers and departmental manageresses.

Classification of Workers.

2. Shop-assistants shall be classified as "juniors" and "seniors."

A "senior" is an employee who is in receipt of a weekly wage of not less than £4 2s. 6d. in the case of a male, and £2 7s. 6d. in the case of a female.

A "junior" is an employee who is in receipt of a weekly wage of less than £4 2s. 6d. in the case of a male, and £2 7s. 6d. in the case of a female.

A "storeman" or "packer" is an employee substantially engaged in receiving delivery of, collecting, packing, unpacking, and despatching goods.

Hours of Work.

3. The hours of employment shall be regulated by the Shops and Offices Act, 1921-22.

Wages.

4. The minimum rates of wages shall be as follows :—

Males.

Age commencing Trade.	1st Year.	2nd Year.	3rd Year.	4th Year.	5th Year.	6th Year.	7th Year.	8th Year.	9th Year.	There-after.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Under 15	15 0	20 0	25 0	33 0	43 0	53 0	63 0	75 0	85 0	95 0
15 to 16	17 6	23 6	31 0	41 0	51 0	61 0	71 0	82 6	85 0	95 0
16 to 17	20 0	26 6	35 0	45 0	55 0	67 6	82 6	85 0	..	95 0
17 to 18	22 6	31 0	41 0	52 6	66 0	82 6	85 0	..	..	95 0
18 to 19	27 6	37 6	49 0	64 0	82 6	85 0	..	..	..	95 0
19 to 20	35 0	47 6	62 6	82 6	85 0	..	..	..	..	95 0
20 to 21	42 6	60 0	70 0	82 6	..	..	..	..	..	95 0
21 and over	50 0	70 0	82 6	85 0	..	..	..	..	..	95 0

Females.

Age commencing at Trade.	1st Year.	2nd Year.	3rd Year.	4th Year.	5th Year.	6th Year.	7th Year.	8th Year.	There-after.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16	..	12 6	17 6	22 6	27 6	32 6	37 6	42 6	47 6	52 6
16 to 17	..	15 0	20 0	25 0	30 0	35 0	40 0	47 6	..	52 6
17 to 18	..	17 6	22 6	27 6	32 6	37 6	47 6	..	..	52 6
18 to 19	..	20 0	25 0	30 0	35 0	47 6	..	..	..	52 6
19 to 20	..	22 6	27 6	35 0	47 6	..	..	..	..	52 6
20 to 21	..	27 6	32 6	40 0	47 6	..	..	..	..	52 6
21 and over	..	30 0	37 6	47 6	..	..	..	..	..	52 6

This clause shall not operate so as to reduce the wages of any employee at present employed so long as he or she remains in his or her present employment.

Wages of Storemen, &c.

5. (a.) Storemen and packers shall be paid not less than the following wages, viz. :—

Age commencing at Trade.	1st Year.	2nd Year.	3rd Year.	4th Year.	5th Year.	6th Year.	There-after.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
17 to 18	..	23 6	28 6	38 6	48 6	58 6	80 0
18	..	27 6	35 0	42 6	55 0	67 6	80 0
19	..	35 0	42 6	52 6	65 0	..	80 0
20	..	42 6	50 0	62 6	..	..	80 0
21 and over..	..	50 0	60 0	..	..	..	80 0

(b.) Storemen or packers in charge of two or more senior storemen or packers, other than casuals—£4 10s. per week.

(c.) A senior storeman or packer shall be an employee in receipt of a weekly wage of not less than £4.

(d.) This award shall not apply to storemen and packers covered by the provisions of any Canterbury Wholesale Merchants' Storemen's and Packers' award.

Overtime.

6. All time worked in excess of or outside the minimum daily hours prescribed by the Shops and Offices Act, 1921-22, shall be paid for at the rate of time and a half for the first four hours, and double time thereafter, with a minimum payment at the rate of 1s. 3d. per hour.

Tea-money.

7. (a.) Notice shall be given before noon to any employee who shall be required to work overtime, and assistants working overtime shall be paid 1s. 6d. tea-money.

(b.) Under exceptional circumstances a shorter notice may be given by mutual arrangement between the worker and the employer concerned, provided 2s. tea-money is paid.

Weekly Employment.

8. (a.) The employment shall be deemed to be a weekly employment, and no deduction shall be made from the weekly wages except for time lost through the worker's sickness or default.

(b.) Not less than seven days' notice shall be given by either party of the termination of the employment, except in the case of casual hands; but nothing in this clause shall prevent an employer from summarily dismissing any worker for misconduct.

Temporary or Casual Workers.

9. (a.) Casual hands shall be paid 20 per cent. in addition to the rate prescribed in the wages clause, or at an hourly rate equivalent thereto.

(b.) An employee shall be deemed to be a casual hand when employed for less than a month (twenty-four days, a Sunday not inclusive).

(c.) During half-yearly sale time, permanent workroom hands may be transferred to the shop for one day or longer, provided they are paid not less than the minimum rates prescribed in this award for permanent hands and not less than the wages they receive as workroom hands, whichever is the greater: Provided that notice of such transfer shall be given to the secretary of the union.

Payment of Wages.

10. (a.) All wages and overtime shall be paid weekly or fortnightly and in cash.

(b.) All bonuses, premiums, and commissions earned by assistants, other than canvassers, shall be paid in addition to the weekly wages specified, and on no account shall any deduction be made from the latter.

Females employed in Special Departments.

11. Any female who is employed wholly or substantially in dress, manchester, furnishing, drapery, men's and boys' clothing, mercery, men's hats, men's hosiery, carpets, linoleums, bedding, furniture, and men's boots departments shall be paid 50 per cent. additional to the wages hereinbefore specified for females, but not so as to exceed in any case the corresponding rate specified for males.

Holidays.

12. (a.) The following days shall be observed as full holidays—viz., Christmas Day, Boxing Day, New Year's Day, 2nd January, Good Friday, Easter Saturday, Easter Monday, Labour Day, and the Sovereign's Birthday.

(b.) Should any of the above holidays fall on a Sunday, then for the purposes of this award such holiday shall be observed on the following Monday.

(c.) Any work done on Sundays, Christmas Day, or Good Friday shall be paid for at double-time rates; other holidays shall be paid for at the rate of time and a half, calculated on an hourly basis. The said payments shall be in addition to the ordinary weekly wage.

(d.) One holiday of one week on full pay shall be granted to each worker under this award on completion of each year of service, and at a time to be mutually arranged between the employer and the worker.

(e.) A worker who has completed nine months' service, leaving the service of an employer before completing the current year of service, shall be granted pay in lieu of the holidays mentioned in the preceding subclause in proportion to his length of service.

(f.) Subclause (e) hereof shall not apply in the case of any worker dismissed for misconduct.

Weekly Half-holiday.

13. Except on the Saturday of the week preceding Christmas Day, when Christmas Day falls on a Sunday or Monday, no assistants shall be employed after 1 p.m. on the statutory half-holiday. No overtime or extended hours shall be worked on any such half-holiday. Any assistant who has been employed for the major portion of the week shall be entitled to be paid for his or her half-holiday during such week.

Proportion.

14. (a.) The number of junior assistants in any shop shall not exceed two juniors to the first senior, and one additional junior to each additional senior. For the purpose of this clause an employer

actively engaged in the management of his business may be classified as a "senior."

(b.) The proportion of junior storemen or packers to seniors shall be the same as that fixed for assistants in the preceding subclause.

Reference.

15. (a.) Each employee on leaving or being discharged from his or her employment shall, on request, be given, within forty-eight hours thereafter, a reference in writing stating the position held and the length of service.

(b.) Original references shall be the property of employees, and on request shall be returned within forty-eight hours after engagement.

Under-rate Workers.

16. (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 Factories 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.

17. (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 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 application, without ballot or other election, and to continue a member upon payment of subsequent contributions, not exceeding 1s. 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.) Employers shall as required, at not less than monthly intervals, supply to the secretary of the union, when requested by him, a list of names of all new employees engaged during such period.

Accommodation for Females.

18. In shops where not less than six females are employed reasonable dining-room accommodation shall be provided if required, also a cloak-room or enclosure in which reasonable privacy is secured for dressing and rest in case of temporary indisposition.

Travelling-time.

19. Any firm transferring a worker from one town to another shall pay such worker's fare, first-class, rail or boat, to the place where such worker is transferred.

Scope of Award.

20. This award shall operate throughout the Canterbury Industrial District.

Term of Award.

21. This award shall come into force on the 1st day of January, 1926, and shall continue in force until the 31st 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 14th day of December, 1925.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

This award embodies, with minor alterations agreed on by the parties, the recommendations of the Conciliation Council.

F. V. FRAZER, Judge.