

**(10302.) WELLINGTON INDUSTRIAL DISTRICT SHOP TAILORESSES.—
AWARD.**

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the undermentioned persons, firms, and companies (hereinafter called "the employers"):—

Carterton.

Churchill, J. H.

| W.F.C.A.

Dannevirke.

Currie, Jas., Tailor, High Street.
Hallenstein Bros., High Street.
Handy, Albert E., and Co., High Street.
Ross, Abraham, and Co., Tailors, High Street.
Ross, Alexander H., Tailor, High Street.

Feilding.

Allen and Dowick, Tailors, Manchester Street.
Heskith, Jos., Tailor, Manchester Street.
Levy, Bernard, Tailor, Kimbolton Road.
Manning, George, Tailor, Kimbolton Road.
Scott, Alexander R. W., Tailor, Kimbolton Road.
Slater, H. J., and Son, Tailors, Ferguson Street.
Vail, Luis F., Tailor, Kimbolton Road.

Foxton.

Osborne, A. R., Tailor.

Featherston.

Drew, Albert C., Tailor.

Greenmeadows.

Cullen, Walter G., Tailor.

| Mitchell, William, Tailor.

Hastings.

Barley, Ralph, Tailor, Heretaunga Street.
Honor, Reginald G., Tailor, Heretaunga Street.
Honor, Thomas, Tailor, Karamu Road.
Hood and Coxon, Tailors, King Street.
Hurst, George M., Tailor, Heretaunga Street.
Patterson, Michael, Tailor, Heretaunga Street.
Pell, John, Tailor, Market Street.
Reardon and Wright, Tailors, Heretaunga Street.
Schneideman, Philip, Tailor, Heretaunga Street.

Hunterville.

Hodge, William, Tailor.

Havelock North.

Redpath, Frank R., Tailor.

Lower Hutt.

Kennington, James, Tailor, Main Street.

Kyle, Leslie, Tailor, Main Street.

Levin.

Bates, Charles H., Tailor.

| Monks, William E., Tailor.

Coghlan, John, Tailor.

Mangaueka.

Thompson, Mrs. M. F., and Co., Tailors.

Martinborough.

Thomas, William J. M., Tailor.

| Smith, John, Tailor.

Marion.

Connell, Frederick John, Tailor.

| Twigg, William G., Tailor.

Gibson, James, Tailor.

| Waterworth, Richard, Tailor.

Masterton.

Ball, C. S., Tailor, Queen Street.

Donald and Joy, Tailors, Queen Street.

Hamill, Patrick, Queen Street.

Hendry, Alexander, Queen Street.

Hugo and Shearer, Queen Street.

Krahagen and Chapman, Tailors, Perry Street.

McClymont, Charles B., Tailor, Queen Street.

Murray, John L., Ltd., Queen Street.

Nicol and Co., Tailors, Queen Street.

Shoosmith, Charles D., Queen Street.

W.F.C.A., Queen Street.

Napier.

Blythes Ltd., Emerson Street.

Cox, George, and Co., Ltd., Tailors, Hastings Street.

Dodd, William, Tailor, Emerson Street.

Fargher and Co., Hastings Street.

Hallenstein Bros., Hastings Street.

Jaegar and McNab, Outfitters, Hastings Street.

Kirkcaldie and Stains, Hastings Street.

McLeod, A., Tailor, Tennyson Street.

O'Halloran, Kivin R., Tailor, Hastings Street.

Parker, Thomas, and Co., Hastings Street.

Reardon and Wright, Ltd., Emerson Street.

Ringland Bros., Outfitters, Hastings Street.

Schmoll, Charles L., and Co., Hastings Street.

Whiting, James, Tailor, Port Ahuriri.

Ohakune.

Dinwoodie, William J., Tailor.

| Reid, John, Tailor.

Otaki.

Savell, Arthur A., Tailor.

Palmerston North.

Bentley, George, Tailor, George Street.

Brown, Mrs. Hilda, Tailor, Rangitikei Street.

Collier, Leslie, Tailor, George Street.

Crawford and Neal, Tailors, The Square.

McAffer and Denley, Tailors, Cuba Street.

McBean, Alexander, Tailor, Main Street.

Miller and Giorgi, Clothiers, The Square.

Thorburn, H. H., Tailor, Rangitikei Street.

Waugh, Samuel R., Tailor, Main Street.

Wort, Fredrich, Tailor, Cuba Street.

Pahiatua.

Belcher, James, Tailor.

| Hutcheson, John, Tailor.

Ettz, Eric E., Tailor.

Petone.

Gold, Ernest, Tailor, Jackson Street.
Mills, Norman, Tailor, Jackson Street.

Raetihi.

Latoi, Augustine G., Tailor. | Oliver, Robert James, Tailor.

Rongotea.

Odgers, William, Tailor.

Shannon.

Dickie, Edward, Tailor. | Smith, Thomas, Tailor.

Taihape.

Dick, James, and Co., Tailors. | Williams, James, Tailor.
Little, George Edward, Outfitter.

Wanganui.

Buchan, Peter, Tailor, Victoria Avenue.
Carrad, George William, Tailor, Victoria Avenue.
Clapham, A. V. and L., Tailors, Victoria Avenue.
Cribb, Alfred John, Tailor, Ridgway Street.
De Luen and Co., Tailors, Victoria Avenue.
Derbyshire, F., Tailor, Victoria Avenue.
Elliott, William, Tailor, Guyton Street.
Greenwood, Richard, Tailor, Victoria Avenue.
McSkimming, Andrew, Tailor, Victoria Avenue.
McSkimming, Robert, Tailor, Victoria Avenue.
Minnell, W., Tailor, Guyton Street.
Paul, James, and Co., Tailors, Victoria Avenue.
Reynolds, James P., Tailor, Maria Place.
Schneideman, Philip, Tailor, Victoria Avenue.
Sedgwick, Harold, Tailor, Victoria Avenue.
Webb, Albert, Tailor, Victoria Avenue.

Waipukurau.

Gibson, Alexander D., Tailor.

Waipawa.

O'Halloran, Eugene E., Tailor. | Scott, David H., Tailor.

Wairoa.

Haughton, John F., Tailor. | Perry, Alfred, Tailor.
McKendrick, John, Tailor.

Wellington.

Anderson, George, Tailor, 174 Lambton Quay.
Anderson, Robert, Tailor, 178 Riddiford Street.
Azzatto, Anthony J., Tailor, 276 Lambton Quay.
Baker, Harry, Tailor, 96 Willis Street.
Barraclough, Thomas, Tailor, 54 Willis Street.
Bassin, Maurice, Tailor, 190 Lambton Quay.
Batenburg, Alexander V., Tailor, 276 Cuba Street.
Battersby, N., and Co., Tailors, 25 Willis Street.
Bedford, F. W., Tailor, 117 Lambton Quay.
Bell, M., Tailor, 48 Kent Terrace.
Bohlsion, Thomas, Tailor, 104 Willis Street.

Bright and Wall, Tailors, 52 Cuba Street.
 Brown, E. C., and Co., Tailors, 14 Willis Street.
 Bustin, Francis, Tailor, 41 Dixon Street.
 Carr, M., Tailor, Manners Street.
 Churchill, William, Tailor, Vivian Street.
 Cocksedge, J. W., Tailor, D.I.C. Building.
 Cohen, Harry, Tailor, 208 Lambton Quay.
 Corcoran, William, Tailor, 105 Manners Street.
 Craighead, William B., Tailor, 126 Riddiford Street.
 Crothers, David James, Tailor, De Luxe Building.
 Doherty, James A., Tailor, 215 Lambton Quay.
 Doherty, John A., Tailor, 39 Willis Street.
 Don Tailoring Co., 43 Courtenay Place.
 Dowling, William P., Tailor, 262 Lambton Quay.
 Empson, E., Tailor, Brandon Street.
 Ewan, James F., Tailor, 55 Courtenay Place.
 Gibson, Basil, Tailor, Kilbirnie South.
 Gotlieb, H., Tailor, 248 Lambton Quay.
 Greenburg, H., Tailor, 155 Lambton Quay.
 Grieve, R. K., Tailor, 36 Cambridge Terrace.
 Henderson, T. G., Tailor, 20 Bay Road, Kilbirnie.
 Jacobus and Coatman, Tailors, 85 Customhouse Quay.
 Kirkcaldie and Stains, Lambton Quay.
 Kitto and Sons, Tailors, 132 Willis Street.
 Krebs, G., Tailor, 29 Panama Street.
 Lewis, J., Tailor, Bank of New Zealand Building, Te Aro.
 Lewis, J. T., and Co., Ltd., 189 Featherston Street.
 Lord, W. J., Tailor, 2 Herbert Street.
 Messer, W., Tailor, 151 Lambton Quay.
 Milligan, David, Tailor, Kelburn Avenue.
 Morrison, Duncan, Tailor, 50 Willis Street.
 Norton, R., Tailor, 212 Lambton Quay.
 Osborn, H., and Co., D.I.C. Building.
 Parkhouse, William, Tailor, Footscray Avenue.
 Pearce, Fred, Tailor, 55 Ghuznee Street.
 Penny, Charles, Tailor, King's Chambers, Willis Street.
 Phillips, W., Tailor, 120 Adelaide Road.
 Silver, Samuel, Tailor, 209 Willis Street.
 Smith, James, and Co., Ltd., Manners Street.
 Spackman, Frank, Tailor, 5 Woodward Street.
 Staff, W., Tailor, Manners Street.
 Trim, George, 153 Willis Street.
 Taylor, George C. J., Tailor, 142 Lambton Quay.
 Tuckwell, M. S., Tailor, 114 Lambton Quay.
 Walshaw and Sears, Tailors, Mercer Street.
 Zimme, J., Ladies' Tailor, Manners Street.

and

The Wellington Tailoresses, Cutters, Pressers, and other Clothing Trades Employees' (except Tailors) Industrial Union of Workers (Shop Tailoresses' Section) (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 26th day of September, 1932, and shall continue in force until the 26th day of September, 1934, and thereafter as provided by subsection (1) (d) of section 89 of the Industrial Conciliation and Arbitration Act, 1925.

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 19th day of September, 1932.

[L.S.]

F. V. FRAZER, Judge.

SCHEDULE.

Hours of Work.

1. The hours of work shall be forty-four per week, to be worked in accordance with the Factories Act, 1921-22.

Wages.

2. (a) The minimum wages payable shall be as follows :—

	Per Week.		
	£	s.	d.
Journeywomen employed on coats ..	2	11	6
Other journeywomen and machinists ..	2	8	0
Pieceworkers shall be paid in accordance with the Piecework Statement hereinafter referred to.			

(b) No deduction shall be made from the weekly wage save for time lost through the worker's sickness or default or for time lost through slackness of work or for any cause over which the employer has no control. Workers who are called to work on any day that work is not available shall receive payment for two hours at the minimum rate of pay.

(c) All wages shall be paid weekly.

(d) The wages and all payments required under this award, except payments under the Piecework Statement hereinafter referred to, shall be subject to the Court of Arbitration's general order of 29th May, 1931, reducing wages by 10 per cent., and to any subsequent general order of the Court of Arbitration reducing or increasing wages under awards.

(e) The Court of Arbitration's general order of 29th May, 1931, shall not apply to any payments under the Piecework Statement attached hereto, which forms part of this award, but any subsequent general order or orders made by the Court, reducing or increasing wages under awards shall apply to the said statement.

Overtime.

3. All work performed beyond the hours prescribed in clause 1. hereof shall be considered overtime, and shall be paid for in accordance with the following scale: Between 6 p.m. and 9 p.m., time and a quarter, calculated on the rates of wages herein prescribed.

Holidays.

4. (a) The following shall be the recognized holidays: Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Labour Day, Anzac Day, and reigning Sovereign's birthday.

(b) No deduction from the wages shall be made for the holidays mentioned herein. For work done on any of the holidays herein prescribed overtime shall be paid at the rate of time and a half on the rates prescribed in clause 2 hereof.

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

General Conditions.

5. (a) The employer shall have the right to employ whatever labour he may require so long as he complies with the conditions set out herein.

(b) An 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. In shops where the team system is worked, each team shall be limited to four persons—namely, one journeyman, two journeywomen, one female apprentice or one male apprentice.

(c) Employers shall have the right to work more than one team.

(d) There shall be a fair distribution of work to all operatives in each workroom.

(e) All garments for which orders or measures are taken shall be made in the registered workroom of the person or firm taking the order, and under the conditions set out herein.

(f) Employers may make whatever regulations they deem necessary for time-keeping and good order.

Apprentices.

6. (a) The proportion of apprentices shall be one apprentice to every two journeywomen or fraction of the first two journeywomen: Provided that should a male apprentice be employed in any team then for the purposes of determining the proportion of female apprentices the journeywomen employed in such team shall not be counted. For the purposes of determining the number of apprentices to journeywomen, the calculation shall be based on a two-thirds full-time employment of journeywomen during the six months immediately prior to taking an apprentice. An employer who works in her own shop shall be deemed a journeywoman for the purpose of this clause.

(b) 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.

(c) Any employer taking an apprentice shall be deemed to undertake the obligation which he agrees to perform as a duty enforceable under this award of teaching her the trade, and shall pay such apprentice not less than the undermentioned rates of wages.

(d) The following shall be the rates of wages payable to apprentices:—

	Per Week.		
	£	s.	d.
First six months 0 10 0
Second six months 0 15 0
Second year 1 0 0
Third year 1 10 0
Thereafter journeywomen's rates.			

(e) At the end of the period of apprenticeship the employer shall give the apprentice a certificate to show that she has served her apprenticeship. Should the employer at any time before the termination of the apprenticeship wish, for any reason, to dispense with the services of the apprentice, he shall give her a certificate for the time served, and procure her another employer carrying on business within a reasonable distance of the original employer's place of business, who will continue to teach the apprentice, to pay her the wages prescribed by this award according to the total length of time she has served, and generally to perform the obligations of the original employer: Provided that it shall not be obligatory upon an employer

to find the apprentice another employer if she shall so misconduct herself as to entitle the employer to discharge her, but he shall give her a certificate covering the time actually served.

Under-rate Workers.

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

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

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

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

8. (a) If any employer shall hereafter engage any worker coming within the scope of this award who shall not be a member of the union, and who shall not become a member thereof within fourteen days after his engagement and remain such member, the employer shall dismiss such worker from his service if requested to do so by the union, provided there is then a member of the union equally qualified to perform the particular work required to be done, and ready and willing to undertake the same. The provisions of this subclause relating to the dismissal of workers shall apply, with equal effect, to any worker coming within the scope of this award engaged since the 22nd day of April, 1912, but before the coming into force of this award, who is not a member of the union during the currency of this award.

(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 for non-attendance without reasonable excuse at a specially called meeting of the union, of which written notice has been given to him or sent to him by post at his last address as notified by him 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 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 contributions, and £1 for misconduct at a meeting of the union.

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

Disputes Committee.

9. The essence of this award being that the work of the employers shall not on any account whatsoever be impeded, but shall always proceed as if no dispute had arisen, it is provided that if any dispute or difference shall arise between the parties bound by this award, or any of them, as to any matter whatsoever arising out of or connected therewith, and not specifically dealt with in this award, every such dispute or difference shall be referred to a committee to be composed of two representatives of each side, together with an independent chairman to be mutually agreed upon, or, in default of agreement, to be appointed by the Conciliation Commissioner for the district. Either side shall have the right to appeal to the Court against a decision of any such committee upon giving to the other side written notice of such appeal within fourteen days after such decision has been made known to the party desirous of appealing.

Termination of Employment.

10. Forty-eight hours' notice of the termination of employment shall be given by either party. This clause shall apply only to weekly workers.

Scope of Award.

11. This award shall operate throughout the Wellington Industrial District.

Term of Award.

12. This award shall come into force on the 26th day of September, 1932, and shall continue in force until the 26th day of September, 1934.

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 19th day of September, 1932.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

The only matter referred to the Court was the under-rate workers clause. In other respects this award embodies the recommendations of the Conciliation Council, which the parties agreed to accept.

F. V. FRAZER, Judge.

PIECEWORK STATEMENT.

VESTS.

	s.	d.
(a) Single-breasted with five pockets, one set of cuts, vents at side, back strap, two fittings; made in accordance with the Board of Trade Regulations.—Control of Tailoring Trade: Sale of Garments made to Measure	9	0
Collar extra	0	9
Double-breasted	0	9
(b) Vests made in accordance with subclause (a) hereof, but with lining and pockets machined as above	7	6
(c) Dress vests made in accordance with subclause (a) hereof, with collar ..	10	0
Braided extra	2	0

TROUSERS.

(d) Trousers with three pockets and two pleats each side, cuffs or plain bottoms, tab on band, hanger, serged seams, crutch lining; made in accordance with the Board of Trade Regulations.—Control of Tailoring Trade: Sale of Garments made to Measure	9	0
Each extra pocket extra	0	9
Raised seams	0	6
Flap on pocket with button-hole and button	0	6
Fit on	0	6
Leather on bottoms	0	6
Side straps	0	9
Back straps	0	6
Belt-loop	0	2
Tunnels	0	3
Braid on dress trousers, hand, 2s. extra, machined	1	0
(e) Trousers made in accordance with subclause (d) hereof, but with all tacks and pockets machined	7	0

PLUS FOURS.

(f) Made in accordance with subclause (d) hereof with straps or buttons on bottoms	10	0
(g) Plus fours made as in subclause (f), but with all tacks on pockets machined	8	0

RIDING-BREECHES.

- | | | | |
|-----|--|-------|------|
| (h) | Riding-breeches made in accordance with subclause (d) hereof with outside buckskin or leather strapping at knee, felled and stitched round | s. d. | 18 0 |
| (i) | All alterations shall be paid for at the rate of 1s. per hour (of sixty minutes) or fraction thereof, with a minimum of fifteen minutes for each quarter of an hour. | | |

LADIES' COATS.

- | | | | |
|-----|--|---------------|------|
| (j) | Ladies' single-breasted coat, length not to exceed 32 in., with four button-holes and buttons, all seams machine stitched or seamed, three pockets, single-breasted or double-breasted lapels, edges stayed and basted out by hand, cuffs, vents, and two buttons; linings, all body linings machined and felled on facings and bottom, with wadding, weights, hanger and label, and bottom inlay fastened up, pockets hand tacked | | 25 0 |
| | Length: Every 6 in. or part thereof exceeding 32 in. in length | extra | 1 0 |
| | Cuffs, turn-back, gauntlet, or cut on, per pair | | 2 0 |
| | Additional pockets (outside) | each | 1 0 |
| | Additional button-hole and button | | 0 3 |
| | Double-breasted coat | extra | 1 6 |

OVERCOATS.

- | | | | |
|-----|--|---------------|------|
| (k) | Overcoats made in accordance with the conditions in subclause (j) and up to 50 in. in length | | 30 0 |
| | Putting on fur collar up to 9 in. in width | extra | 2 6 |
| | Cuffs, turn-back or gauntlet, up to 6 in. in width | | 2 0 |
| | Making up fur cuffs or collar to be paid for at the rate of 1s. per hour of sixty minutes or part thereof. | | |

CAPES.

- | | | | |
|-----|--|---------|------|
| (l) | Single-breasted, buttoned, half or circular, with or without yoke, hand slits with welts or flaps, edges and bottom machined, shoulders lined, seams taped or neatened | | 17 6 |
|-----|--|---------|------|

TROUSERS.

- (m) Ladies' trousers shall be paid for at the rates fixed in subclause (d) hereof.

LADIES' VESTS.

- | | | | |
|-----|--|---------|-----|
| (n) | Ladies' vests of silk or cloth, single-breasted or double-breasted, with five buttons and button-holes, without collar or pockets, all machine seamed, with two fittings | | 7 6 |
|-----|--|---------|-----|

LADIES' SKIRTS.

- | | | | |
|-----|--|------------------|------|
| (o) | Ladies' walking or sports skirts with two seams and two pleats peter-sham bound and boned, placquet fastened with hooks, or patent fasteners, seams, stitched or seamed and overcast inside. | | |
| | Hem bound and felled, hangers, belt and button, with two fittings | | 10 0 |
| | Extra pleats | per pair | 1 0 |
| | Pockets | each | 1 0 |
| | Yoke | | 1 0 |
| | If no pleats | less | 1 0 |
| | Hand-pleated skirts to be paid for at 6d. per pleat, and includes peter-sham and placquet and bottom hemmed. | | |

- (p) All alterations to garments enumerated in subclauses (j), (k), (l), (m), (n), and (o) shall be paid for at the rate of 1s. per hour of sixty minutes or fraction thereof, with a minimum of fifteen minutes for each quarter of an hour.
 - (q) Extras not provided for herein shall be paid for at the rate of 1s. per hour of sixty minutes or fraction thereof, with a minimum payment of 3d. for each fifteen minutes or less.
 - (r) Should any exceptional order not provided for herein be required, the journeywoman making such order shall be paid at the rate of 1s. per hour of sixty minutes for any such job.
-