

AUCKLAND INDUSTRIAL DISTRICT.

(10335.) AUCKLAND TAILORS.—INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, this 21st day of November, 1932, between the Auckland Tailors' Industrial Union of Workers (herein called the "union") of the one part, and

Edgar L. Flyger, Master Tailor, 169 Karangahape Road, Auckland,
Ernest C. Roberts, Master Tailor, 199 Karangahape Road, Auckland,

H. B. Halstead, Master Tailor, 20 Ponsonby Road, Auckland,
J. E. Waterworth, Master Tailor, 12 Great North Road, Auckland,
W. Selby, Master Tailor, 110 Ponsonby Road, Auckland,
Geo. C. Connell, Master Tailor, 54A Ponsonby Road, Auckland,
W. E. Martin, Master Tailor, Melvern's Buildings, Karangahape Road, Auckland,

T. W. Brough, Master Tailor, 12 Karangahape Road, Auckland,
W. H. Drew, Master Tailor, 210 Hobson Street, Auckland,
R. Reidy, Master Tailor, 75 Hobson Street, Auckland,
C. E. Stewart, Master Tailor, 2A Wyndham Street, Auckland,
C. Hawkins, Master Tailor, Imperial Buildings, Queen Street, Auckland,

H. J. Chandler, Master Tailor, 41 High Street, Auckland,
H. W. Tyer, Master Tailor, 103 Pacific Buildings, Queen Street, Auckland,

J. Larrett, Master Tailor, Hill and Plummers' Buildings, Queen Street, Auckland,

Jas. Simpson, Master Tailor, 174 Queen Street, Auckland,
 Dominic McCarthy, Master Tailor, Khyber Pass Road, Newmarket,
 Auckland,

A. Dunthorne, Master Tailor, Broadway, Newmarket, Auckland,

J. Brown, Master Tailor, 196 Broadway, Newmarket, Auckland,

A. C. Pollard, Master Tailor, 8 Khyber Pass Road, Auckland,

A. O. Hebden, Master Tailor, 138A Symonds Street, Auckland,

Alfred H. Gadd, Master Tailor, 8 Great North Road, Auckland,

Ernest E. Buckley, Master Tailor, Surry Crescent, Grey Lynn,
 Auckland,

Walter McDonnell, Master Tailor, Tabernacle Buildings, Karanga-
 hape Road, Auckland,

John Anderson, Master Tailor, 514 Queen Street, Auckland,

G. Reiman, Master Tailor, 176 Hobson Street, Auckland,

F. W. P. Cummins, Master Tailor, 89 Shortland Street, Auckland,

Chas. A. Jarrett, Master Tailor, 4 Union Buildings, Custom Street,
 Auckland

(all signatures witnessed by W. S. Moxsom)

herein called ("the employers") of the other part, whereby it is mutually agreed by and between the parties hereto as follows, that is to say:—

1. That the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding on the said parties, and they shall be deemed to be and are hereby incorporated in and declared to form part of this agreement.

2. The said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement and by the said terms, conditions, stipulations, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

SCHEDULE.

Class of Workers.

1. The classes of workers recognized by this agreement are journey-tailors, journeymen pressers, and under-rate workers.

Hours of Work.

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

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

Minimum Wages.

3. (a) The minimum wage for men employed on weekly wages, including pressers, shall be £4 12s. 6d. per week.

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

(c) All wages shall be paid weekly.

Overtime.

4. (a) All work performed beyond the hours prescribed in clause 2 hereof shall be considered overtime, and shall be paid for in accordance with the following scale:—

Weekly hands : From 6 p.m. until 9 p.m., time and a half (3s. 1½d. per hour), and thereafter double time (4s. 2d. per hour) ; from 6 a.m. to 8 a.m., time and a half (3s. 1½d. per hour).

Pieceworkers : From 6 p.m. to 9 p.m., 9d. per hour extra, and thereafter, 1s. 6d. per hour extra ; from 6 a.m. to 8 a.m., 9d. per hour extra.

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

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

Holidays.

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

(b) No deductions from the wages of weekly hands shall be made for these holidays with the exception of the annual picnic-day, for which day such hands shall not be paid. Weekly hands shall be paid double time for work required to be done on these holidays or on Sundays, and pieceworkers shall be paid an extra rate of 1s. 6d. per hour for work required to be done on any of these holidays or on Sundays.

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

Distribution of Work.

6. There shall be a fair distribution of work among all operatives in each workroom by the employer. Where there are several workrooms of the employer the same shall be considered and included as

one workroom for the purposes of this clause. During the slack season a turn board shall be kept by the employer and the employees.

General Conditions.

7. (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) There shall be no distribution of labour under the team system.

(c) The employer shall have the right to introduce whatever machinery his business may in his opinion require. In shops where division of labour is necessary the employer shall have the right to work one journeywoman with one journeyman, such arrangement being optional on the part of the journeywoman, and shall not affect her status as a journeywoman.

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

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

Disputes.

8. The essence of this agreement being that the work of the employer shall not on any account 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 agreement or any of them, as to any matter arising out of or connected therewith, and not specially dealt with in this agreement, every such dispute or difference shall be referred to a committee 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 of appeal to the Court of Arbitration 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.

Preference.

9. (a) If any employer shall hereafter engage any worker coming within the scope of this agreement who shall not be a member of the union and who shall not become a member thereof within fourteen days after his engagement and remain such member, the employer shall dismiss such worker from his service if requested to do so by the union, provided there is then a member of the union equally qualified to perform the particular work required to be done, and ready and willing to undertake the same.

(b) The provisions of 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 agreement of good character and sober habits to become a member of the union, upon payment of an entrance fee not exceeding 5s., upon 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.

Under-rate Workers.

10. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this agreement 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 be 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.

Scope of Agreement.

This agreement shall operate throughout the Northern Industrial District, excepting that part thereof which is included in the Gisborne Judicial District.

Term of Agreement.

This agreement shall come into force on the 3rd day of December, 1932, and shall continue in force for a period of two years.

PIECEWORK STATEMENT.

	£	s.	d.
Class 1. Sac coat. Board of Trade Regulations	1	17	6
Items included in garment to be: Five pockets, with or without flaps; one try-on (second); cuffs, blind vents; single- or double-breasted lapels; breast and under-arm cuts; hair-cloth; surging bottom; wadding; stitching inside facing.			
Class 2. Sac coat: Sleeves, shoulders, and linings by machine ..	1	11	0
Items included: As in Class 1.			
Class 3. A fully machined or bagged job	1	7	6
Items included: As in Class 1.			
Overcoats, plain. Board of Regulations	2	2	6
Class 1. Items included: As in Class 1, sac coat.			
Class 2. A fully machined or bagged job	1	15	0
Items included: As in Class 1, sac coat.			
Class 1. Dinner jacket. Board of Trade Regulations	2	2	6
Items included in garment: Four pockets, with or without flaps; silk facings; all other items as in Class 1, sac coat.			
Class 2. A fully machined or bagged job	1	15	0
Items included in garment: Four pockets, with or without flaps; silk facings; all other items as in Class 1, sac coat.			
* Class 1. Frock or dress coat. Board of Trade Regulations ..	3	2	6
Items included in garment: Two pleat pockets, one in breast pocket; silk facings; all other items as in Class 1, sac coat.			
Class 2. A fully machined or bagged job	2	10	0
Items included in garment: Two pleat pockets, one in breast pocket; silk facings; all other items as in Class 1, sac coat.			
Class 1. Morning coat. Board of Trade Regulations	2	5	0
Items included: As in Class 1, sac coat.			
Class 2. A fully machined or bagged job	1	17	6
Items included: As in Class 1, sac coat.			
Extras to apply to all garments—		s.	d.
Open cuffs	1	5	
Each hole and button	0	4	½
Double-breasted	2	10	
Back unlined	2	10	
Inside breast pocket	1	5	
Skirt pocket, 7½ in.	1	9	
Oversize, 42 in.	1	5	
Each 4 in. or fraction	1	5	
Fly front	2	10	
Flaps, waist, body coats.. ..	2	1	½

Ladies' single-breasted coat, length not to exceed 32 in., with four button-holes and buttons; all seams machine-stitched or seamed; two pockets; single- or double-breasted lapels; cuffs, blind vents; all body linings machined and felled on facings and bottom; wadding, weights, hanger, and label; bottom inlay fastened up; pockets hand-tacked. Price	£	s.	d.
		1	17 6
Length: Every 6 in. or part thereof over 32 in. in length, extra	s.	d.	
		1	5
Cuffs: Turn back, gauntlet, or cut on, per pair, extra..		2	1
Additional pockets, each		1	5
Additional button-hole and button		0	4½
Double-breasted coat, extra		2	10

All alterations shall be paid for at the rate of 2s. 1d. per hour (of sixty minutes) or fraction thereof, with a minimum of fifteen minutes for the first quarter of an hour. Time exceeding every fifteen minutes of the hour shall be calculated at not less than a full fifteen minutes.

Extras not provided for herein shall be paid for at the rate of 2s. 1d. per hour, with a minimum of 6d. for each fifteen minutes or fraction thereof.

Should any exceptional order not provided for herein be required, the journeyman making such order shall be paid at the rate of 2s. 1d. per hour of sixty minutes for any such job.

All garments not provided for in this statement, pressing by piecework, and alterations by piecework, shall be paid for by the Time Statement recorded in Book of Awards, Vol. XV, p. 291 (at p. 302 and following pages).

Signed on behalf of the Auckland Tailors' Industrial Union of Workers, and the common seal of the union is hereto affixed by—

[SEAL.]

THOMAS CARTER, President.

WILLIAM SLEEMAN MOXSOM, Secretary.