

## (10442.) 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, 1925; and in the matter of an industrial dispute between the undermentioned persons, firms, and companies (hereinafter called "the employers"):—

*Christchurch and Suburbs.*

Ashby, Bergh, and Co., High Street  
 Abbott Service Co., 253 High Street  
 Alston, R., Fancy-goods Importer, High Street  
 Archbold Bros., Ltd., 336-340 Manchester Street  
 Arfeld, L., Hardware-merchant, 438 Colombo Street  
 Armstrong and Co., Ltd., Drapers, 885 Colombo Street and High Street  
 Army Surplus Stores, High Street  
 Atkinson, H., Soft-goods Importer, Victoria Street  
 Austin and Co., Furniture-store, 615 Colombo Street  
 Amos, L. G., 226 Armagh Street  
 Atkinson and Co., Mantle Specialists, 687 Colombo Street  
 Banks, I., Mercer, High Street  
 Baker, J. W. W., Stationer, &c., Colombo Street  
 Baldock, J. H., Boot-retailer, 592B Colombo Street  
 Baldwin, A. E., Boot-importer, Tuam Street  
 Ballantyne, J., and Co., Ltd., 128 Cashel Street  
 Barnett, Arthur, Ltd., 119 Cashel Street  
 Barr, W., House-furnisher, 127 Manchester Street  
 Barsham, Mrs. M. E., Stationer, 460 Colombo Street  
 Bates, J., and Co., Ltd., China and Glass Importers, 118 Cashel Street  
 Beath and Co., Ltd., Soft-goods Importers, 146 Cashel Street  
 Bedford, F. H., Hardware-importer, 413 Colombo Street  
 Begg, J. B., Boot-retailer, Colombo Street  
 Berry and Co., Soft-goods Importers, 90 Cashel Street  
 Bible and Truth Depot, Stationers, 84 Manchester Street  
 Birch, A., Draper, corner Clyde and Burnside Roads, Fendalton  
 Blunt, Miss A., Ladies' Outfitter, 134 Colombo Street  
 Bowles, W. Est., "Londontown," Drapers, &c., Colombo Street  
 Booklovers Library, Stanmore Road, Linwood  
 Bradley, Miss R., Art-dealer, 162 Gloucester Street  
 Bristol Stores, Stationers, 814 Colombo Street  
 Briscoe and Co., Ltd., Ironmongers, Cashel Street  
 Brooks, Elizabeth, Outfitter, Armagh Street  
 Brooks, J. J., Boot-importer, 188 Manchester Street  
 Browning, R., Boot-importer, Cashel Arcade  
 Bell, C. E., Furrier, High Street  
 Bullen, H. R., Soft-goods Importer, 663 Colombo Street  
 Burke, Miss M. G., Milliner, High Street  
 Burns, Miss L. R., Fancy-goods Importer, 11 Cashel Street  
 Burns, T. T., Soft-goods Importer, Cambridge Terrace  
 Brown, H., Draper, 840 Colombo Street  
 Butterworth, R., Milliner, 469 Colombo Street  
 Byrne, Mrs., 381 Colombo Street  
 City Knitting Service, Colombo Street  
 Civic Book Shop, Manchester Street  
 Calder, MacKay, and Co., House-furnishers, Worcester Street  
 Cash Clothing Co., 109 Manchester Street  
 Cash Tailoring Co., Soft-goods Importers, Colombo Street  
 Chapman, S., Stationer, 700 Colombo Street

Christchurch Millinery Co., 551 Colombo Street  
 Christie and Le Brun, Ladies' Outfitters, 376 Worcester Street  
 City Drapery Co., Soft-goods Importers, 94A Manchester Street  
 Clark, V., Silk Specialist, High Street  
 Cocks, T., and Son, Soft-goods Importers, 76 Victoria Street  
 Cockrans Shoe Store, 269 Manchester Street  
 City Shopping Service, Colombo Street  
 Colwill, W. A., Furrier, 205 High Street  
 Cook's, Ladies' Outfitter, 110A Manchester Street  
 Coull, Somerville, Wilkie, Ltd., 209 Manchester Street  
 Court, Mrs. H. S. S., 663 Colombo Street  
 Craig, D., and Co., Stationers, 736 Colombo Street  
 Chew Lee Young, Lower High Street  
 Cunningham and Southward, 123 Gloucester Street  
 Cox, H. S., Furnishers, 148 High Street  
 Dainty Blouse Shop, Colombo Street  
 "Daphne," Fancy-goods Dealer, Oxford Terrace  
 Dean, Miss M., Ladies' Outfitter, Colombo Street  
 Densem, Mrs. E., Ladies' Outfitter, 184 Armagh Street  
 Dominion Book Co., 729 Colombo Street  
 Downing, C., 616 Colombo Street  
 Duncan and Lundy, Cashel Street  
 "Dumill," High Street Chambers  
 Drapery Importing Co., Ltd., Cashel Street  
 Drayton and Jones, Drapers, Colombo Street  
 Drayton, L. H., Leather-goods Dealer, Regent Street  
 "Draytons," China Merchants, Colombo Street  
 Dudley, F. W., Soft-goods Importer, 645 Colombo Street  
 Du Feu and Co., Boot and Shoe Importers, 757 Colombo Street  
 Dunstan and Boswarick, Milliners, 122 Cashel Street  
 Dollan, J. W., Boot-retailer, 15 Manchester Street  
 Drewery, H. W., Fancy-goods Dealer, 455 Colombo Street  
 "Dress Box," Cashel Street  
 East, F. H., and Co., Stationers, 147 Manchester Street  
 Economic Ltd., Cashel Street  
 Economy Stores, Drapers, 536 Colombo Street  
 Ellis and Co., Mercers, High Street  
 "Evelyn," Ladies' Outfitter, 224B Manchester Street  
 Evans, S. F., 225 High Street  
 Falconer, R., Boot-retailer, 620 Colombo Street  
 Fiddis, Mrs. M. C., Ladies' Outfitter, Colombo Street  
 Ford, Miss, Milliner, Cathedral Square  
 Fuller Bros., Stationers, 588 Colombo Street  
 Galt, J., Draper, 401 Colombo Street  
 Gill, Mrs. L., Draper, 804A Colombo Street  
 Gilmour, S., Boot-importer, 511 Cashel Street  
 Glassons Ltd., 96 Lichfield Street  
 Gough and Sons, Boot-importers, 431 Colombo Street and 374 High Street  
 Gracie, R., Clothier, 771 Colombo Street  
 Gray, R. P., Mercer, 406 Colombo Street  
 Greasley, J. J., Boot-importer, 226 Linwood Avenue  
 Greenwood, A., Draper, 484 Colombo Street  
 Graham, Wilson, and Smellie, Soft-goods Importers, 178 High Street  
 Griffiths, Miss E., Fancy-goods Importer, 194 High Street  
 Gooley, Miss, Armagh Street  
 Hutchison White, Ltd., Furnishers, Armagh Street  
 Hall, A. J., Crockery-dealer, 526 Colombo Street  
 Hanna and Gee, Misses, Milliners, 208 High Street  
 Hannah, R., and Co., 117 Cashel Street, Colombo Street, and High Street

Harris Bros., Furniture-importers, 158 Hereford Street  
 Hays Ltd., Gloucester Street  
 Harris Imperial Boot Depot, 619 Colombo Street  
 Hastie, Bull, and Pickering, Hardware-importers, 111 Cashel Street  
 Herbert Shoe Store, Boot-importers, Cashel Street  
 Hollanders Limited, Ladies' Outfitters, High Street and Cashel Street  
 Holmes and Son, House-furnishers, St. Asaph Street  
 Horsby, T., Draper, 110 Lincoln Road, Addington  
 Hornell, J., Mercer, Spencer Street, Addington  
 Hughes and Co., Mercers, Hereford Court  
 Hulstons Ltd., House-furnishers, Armagh Street  
 Hurley, Mrs. E., Draper, 21 Manchester Street  
 Hop Yick Cheong and Co., Madras Street  
 Hurdley, J. E., and Sons, 735 Colombo Street  
 Higgs, Mrs. L., 135A Cashel Street  
 Ingram, C., Boot-retailer, 274 Selwyn Street, Addington  
 Ings, E., Bookseller, 89 Cathedral Square  
 Ingold, S. R. (Estate of), 442 Colombo Street  
 James Shoe Store, 148 Armagh Street  
 James, Mrs. M. P., Colombo Street, Sydenham  
 Jenkins, W. G., Boot-retailer, Colombo Street  
 Johnston, D. McE., Milliner, 625 Colombo Street  
 Jutsum, Mrs. E., Stationer, 191 High Street  
 "Junette," Ladies' Outfitters, Regent Street  
 Jones, A., Soft-goods Auctioneer  
 Kartun, S., Soft-goods Importer, Cashel Street  
 "Kays," Regent Street  
 Kent, J. R., Leather-goods Dealer, 88 Manchester Street  
 Kinnear, Mrs. L., Ladies' Outfitter, 186 Armagh Street  
 Knox, T., Stationer, 72 Manchester Street  
 Kissin, B., Soft-goods Retailer  
 Keesing, H. S., High Street  
 "Londontown," Colombo Street  
 Longden, F., 586 Colombo Street  
 "Linen Shop," Hereford Street  
 Lake, W. T., Boot and Shoe Importer, 409 Colombo Street  
 Lavers, Mrs. M. E., 99 Victoria Street  
 Lawrence, Mrs. A. J., Fancy-goods Dealer, 242 Ferry Road  
 Lawry and Dalton, Furniture-importers, 210 Tuam Street  
 Lee, H. T., Stationer, 423 Cashel Street  
 Lewis and Davidson, Drapers, Armagh Street  
 "Lucille," Armagh Street  
 Lord, Mrs., Milliner, High Street  
 Lovell-Smith and Venner, Ltd., Stationers, 158 Lichfield Street  
 Lows Ltd., Importers, 48 Manchester Street  
 McCallums, 94A Manchester Street  
 McDuff's, Ltd., Hardware, &c., Dealers, 109 Cashel Street  
 McHarg, J. T., Soft-goods Importer, 66 Regent Street  
 McKenzie, Mrs., Draper, Hereford Court  
 McKenzie and Willis, Furniture-importers, Hereford Street  
 McKenzie, J. R., Ltd., Fancy-goods Importers, High Street and Colombo Street  
 McLachlan, C., House-furnisher, 835 Colombo Street  
 McLeod, A., Clothier, 89 Manchester Street  
 McKeon, E. L., Mercer, 416 Colombo Street  
 McPherson, J. R., Furrier, 595A Colombo Street  
 McElwee, Mrs., Milliner, Colombo Street  
 MacGibbon, J., Furrier, 154A Armagh Street  
 McWhannell, A., 396 Colombo Street

"Men-Donna," McKenzie's Arcade, High Street  
 Manufacturing Direct Agency, Cashel Street  
 Mahar, D. W., Draper, 228 Linwood Avenue  
 Mason, Struthers, and Co., Ltd., Hardware Importers, 696 Colombo Street  
 Memmett, P. W., Boot-retailer, 298 Selwyn Street, Addington  
 Millers Ltd., Drapers, High Street, Colombo Street, and Armagh Street  
 Minsons Ltd., Hardware, &c., Dealers, 746 Colombo Street  
 Mitchell, G. and H., Drapers, Manchester Street  
 Mitchell, J. M., House-furnisher, Colombo Street  
 Mitchell, S., Boot-retailer, Armagh Street  
 Mitchell's Shoe Store, 254 High Street  
 Molloy, P. J., Boot-retailer, Hamilton Street, Addington  
 Monteith, J., Boot-retailer, 42 Oxford Terrace  
 Moody, C. J., Mercer, Cashel Street  
 Munday, W. E., and Sons, Drapers, 367 Colombo Street  
 Morgan, W., Dudneys Buildings, Lincoln Road, Addington  
 Municipal Electricity Department, Manchester Street  
 Mumms, E. E., Mercer, &c., 257 Manchester Street  
 Murphy, Miss, Victoria Street  
 Murphy, Miss, Regent Street  
 Melrose, A. F., 463 Colombo Street  
 More, K., and Co., 151 Manchester Street  
 N.Z. Clothing Factory, 137 Cashel Street  
 N.Z. Farmers' Co-operative Association, Cashel Street  
 Newmarket Ltd., Colombo Street  
 Oakey, H. B., Stationer, 662 Colombo Street  
 Oates, J. J., Hardware-importer, Worcester Street  
 O'Brien, Miss E., Worcester Street, Linwood  
 Odell, H., and Son, Stationers, 48 Manchester Street  
 Ottey, Miss, Seaview Road, New Brighton  
 Patterson Bros., Cashel Street  
 Paton and McMaster, 614 Colombo Street  
 Pattison and Ede, Ltd., 72 Lichfield Street  
 Pannell and Co., Boot-importers, Manchester Street and Cashel Street  
 Papanui Stores Ltd., Papanui  
 Patterson and Prisk, 114 Cashel Street  
 Para Rubber Co., corner Manchester and Cashel Streets  
 Pegley, J., Boot-retailer, 125 Manchester Street  
 Phillips, J., Draper, 109 Manchester Street  
 Plimsoll, G., 78 Manchester Street  
 Plummer, Mrs. S., Ladies' Outfitter, Armagh Street  
 Pogson, Miss E., Draper, Armagh Street  
 Pope, Mrs. M. S., Draper, 104 Cashel Street  
 Pratt, J. H., 356 Colombo Street  
 "Peacocks," Triangle Chambers, corner Colombo and High Streets  
 Ranger, Mrs. M. and E., 5 Chancery Lane  
 Redfern's, Fancy-goods Dealers, 101 Manchester Street  
 Reece, E., Ltd., Hardware-importers, 675 Colombo Street  
 Redway, Miss, Draper, 282 Worcester Street  
 Rhodes, J., 213 High Street  
 Ritchie, Miss M., Hereford Court  
 Robinson, E., Boot-importer, 129 Manchester Street  
 Robinson, H., Fancy-goods Dealer, 786 Colombo Street  
 Robinson, S., Men's Wear, High Street  
 Robinson, Stewart, 108 Cashel Street  
 Ruddle, Miss, 121 Manchester Street  
 Rees, Mrs., 1060 Colombo Street  
 Robinson, C. H. F., 417 Ferry Road  
 Randolph Furnishing House, 122A Manchester Street

Silver, D., Triangle Chambers, corner Colombo and High Streets  
 "Sabina," High Street  
 "Salon Celia," Whitecombe and Tombs Buildings, Cashel Street  
 Schneidemann Bros., 700 Colombo Street  
 Scott, Mrs. M. J., Milliner, 273 High Street  
 Sellers Ltd., House-furnishers, 574 Colombo Street  
 Sepie, Miss K., Milliner, 282 Lincoln Road, Addington  
 Shaw, Mrs. C., 230A Stanmore Road  
 Sparkes, Miss J. A., Draper, 123 Armagh Street  
 Simpson and Williams, Stationers, &c., High Street  
 Smith, A., Boot-importer, 206 High Street  
 Smith, E. G., Ironmonger, High Street  
 Smith, R. W., Stationer, 184 Armagh Street  
 Saunders, Miss C., 377A Colombo Street  
 Searle, E. M., 203 Papanui Road  
 Spiller, H., corner Redruth Avenue and Selwyn Street  
 Sullivan, Mrs. A., 470 Colombo Street  
 Smith, Cherry, Ltd., 138 Hereford Street  
 Smith, J. H. and J., Drapers, 337 Cashel Street  
 Spitz, Eugene, and Co., Ladies' Outfitters, High Street  
 Slocombe, B., Draper, 830 Colombo Street  
 Strong, Mrs. A., 123 Manchester Street  
 Stillwell, R., Clothier, Cashel Street  
 Scott Shoe Store, 124 Armagh Street  
 Tapper, R., Fancy-goods Importer, Colombo Street  
 Taylor, Mrs. C., Bookseller, Colombo Street  
 Thomas, S. A., 296 Lincoln Road, Addington  
 Todd, M., and Co., Ladies' Outfitters, High Street  
 Tonks, Norton, and Co., 105 Hereford Street  
 Tossman, A., and Co., Ltd., Furriers, High Street  
 Trenberth and Dennis, Mercers, 229 Manchester Street  
 Triggs and Denton, Colombo Street  
 Turners Ltd., Colombo Street  
 Thompson, F., Art-dealer, Regent Street  
 Taylor, L. J., and Co., Ltd., Lichfield Street  
 Undrill Bros., Mercers, High Street  
 United Book Co., 721 Colombo Street  
 "Unique," Ladies' Outfitter, 599 Colombo Street  
 Vaughan, W. T., and Co., Furriers, 124 Cashel Street  
 Vincent, H., and Co., Leather-goods Dealers, 62 Manchester Street  
 Walker, R. R., Colombo Street  
 Waldon and Nunn, Men's Wear, 722 Colombo Street  
 Walsh, Mrs. A., Boot-retailer, 447 Colombo Street  
 Ward, H. C., Leather-goods Dealer, 45 Manchester Street  
 Ways, Mark, Draper, Colombo Street  
 Wedd, F., Leather-goods Dealer, 135 High Street  
 Weeks Ltd., Stationers, 231 Tuam Street  
 Whistlow Art Studio, Worcester Street  
 Whiley, F., Mercer, 631 Colombo Street  
 Whitecombe and Tombs, Ltd., 111 Cashel Street  
 White, A. J., Ltd., Tuam Street  
 Whitmore, T. V., House-furnisher, 624 Colombo Street  
 Whittle, F. W., Boot-importer, 389 Worcester Street  
 Wilkinson Bros., House-furnishers, 534 Colombo Street  
 Winder, H. L., Hardware Stores, 465 Colombo Street  
 Williams, A. T., 85 Cashel Street  
 Willis and Aitken, Worcester Street  
 Wilson, Miss, Draper, 168A Armagh Street  
 Wildey, Alex., Ltd., 7 Victoria Street

Williamson, C. J., 626 Colombo Street  
 Woolworths Ltd., High Street  
 Woolcock Ltd., 644 Colombo Street  
 Woodward, J., Boot-retailer, 1070 Colombo Street  
 "Whitehouse, The," Colombo Street, Sydenham

*Ashburton.*

Baker, M., House-furnisher  
 Barrett, H. C., and Co., Ltd., Soft-goods Importers  
 Beath and Co., Soft-goods Importers  
 Bryant, T. A., Men's Outfitter  
 Burgess, M. J., Stationer, 60 East Street  
 Chapman, A., House-furnisher  
 Collins, W. H., and Co., Ironmongers, East Street  
 Dunham, E. H., Ladies' Outfitter  
 Gardiner, H. S., Boot-importer  
 Gough and Sons, Boot-importers  
 Hannah, R., and Co.  
 Hefford, G., and Co., 64 East Street  
 Hopkins and Co., Ladies' Outfitter  
 Hopkins, A., Stationer, 55 East Street  
 Hopkins, W., Fancy-goods Dealer  
 Humphreys, H. A., Soft-goods Importer  
 Ingram, W., Boot-retailer  
 Jones, H. M., Stationer, 86 East Street  
 McBride, B., Boot-importer  
 McDonald and Dunlop, Soft-goods Importers  
 Medding, Geo., Hardware-importer, 108 Burnett Street  
 Milner, Mrs. A. M., Draper, Burnett Street  
 Mitchell, A., Stationer, 76 East Street  
 Mitchell, J., Stationer  
 Moore, W. J., 46 East Street  
 Murrays Ltd., House-furnishers  
 N.Z. Clothing Factory  
 N.Z. Farmers' Co-operative Association  
 Orr, J., and Co., Hardware-importers, 68 East Street  
 Parsons, B., Fancy-goods Dealer  
 Scott, H., and Co., Milliners  
 Segers, H. C., Draper, East Street  
 Sparrow, A. E., Boot-importer  
 Sparrow, W. J., Mercer, East Street  
 Smith Bros., Hardware-importers, 27 East Street  
 Tedford, R. D., Boot-importer

*Miscellaneous.*

Beath and Co., Ltd., Soft-goods Importers, Kaikoura  
 Bendall, V., Draper, Leeston  
 Benjes, F. L., Soft-goods Importer, Kaiapoi  
 Blackwell, J. H., Draper, Kaiapoi  
 Blackwell, T. G., Stationer, Kaiapoi  
 Brown, B., Draper, Leeston  
 Brown, E. B. P., Soft-goods Importer, Rangiora  
 Candish, V. T., 41 London Street, Lyttelton  
 Chapman Bros., Soft-goods Importers, Southbridge  
 Clark, Janue, Stationer, Rangiora  
 Collins, J. H., Soft-goods Importer, Lyttelton  
 Cook, J., Soft-goods Importer, Oxford East  
 Cooke, W., and Co., Hardware-importers, Kaikoura

Coombs, A., Hardware-importer, Cust  
 Cooper, E. U., Soft-goods Importer, Cust  
 Curtis, Mrs. G. A., 6-10 Canterbury Street, Lyttelton  
 Davidson, J., Draper, Kaikoura  
 Dodds, Mrs., 15-17 London Street, Lyttelton  
 Featherson and Pye, Soft-goods Importers, Rakaia  
 Flower, F. H., Draper, Kaikoura  
 Hamilton and Co., Soft-goods Importers, 17 Canterbury Street, Lyttelton  
 Hardy, C. A., and Co., Rakaia  
 Hanley, J., 43 London Street, Lyttelton  
 Hawkins, H. M., and Co., Ironmongers, Rangiora  
 Hayward, F. H., Kaikoura  
 Hicks, C., Leeston  
 Hunt, A., Stationer, Kaiapoi  
 Jecks, E., Stationer, Leeston  
 Johnston and Sons, Hardware-importers, Rangiora  
 Johnston, R., Oxford East  
 Kaiapoi Supply Stores, Soft-goods Importers, Kaiapoi  
 Knight, F. C., Soft-goods Importers, Lyttelton  
 Leggett and Lintott, Soft-goods Importers, Kaiapoi  
 Linklater, Miss, Kaiapoi  
 MacKie and Miles, General Storekeepers, Kaikoura  
 Mably, T., Draper, Kaiapoi  
 Mahan, D., Soft-goods Importer, Lyttelton  
 Morris and Son, Fancy-goods Dealers, Kaikoura  
 Mullins, W., Draper, Kaikoura  
 N.Z. Farmers' Co-operative Association, Oxford, Rangiora, and Hawarden  
 Pluck and Co., Merchants, Rakaia  
 Pye and Co., Merchants, Rakaia  
 Riordan Bros., Merchants, Southbridge  
 Smith, C. J., Draper, Rangiora  
 Struthers, G., Cheviot  
 Tredennick, R. J., Draper, Lyttelton  
 Vangioni, Louis, Draper, Akaroa

*Timaru.*

Alston, R., Fancy-goods Importer, Stafford Street  
 Arcade Library, The Arcade  
 Ballantyne and Co., Ltd.  
 Beath and Co., Ltd.  
 "Bon Accord," Milliners, 237 Stafford Street  
 "Bobbies," Ladies' Outfitters, 329 Stafford Street  
 Burtons Ironmongery Shop, Stafford Street  
 Bust, E. D., Draper, Stafford Street  
 Bonds Crockery and Hardware Stores, Stafford Street  
 Cameron, C. W., Clothier, Stafford Street  
 Canterbury Farmers' Co-operative Association  
 Carter, R. P., Soft-furnisher, Stafford Street  
 Clark, A. R., 94 Stafford Street  
 Collins, L., Mercer, Stafford Street  
 Dominion Boot Store, Stafford Street  
 Dons Value Store, The Arcade  
 Dons Hosiery Parlour, Stafford Street  
 "The Dorothy," Ladies' Outfitters, Stafford Street  
 Dunn, Perkins, and Co., Stafford Street  
 Dominion Fur Traders, Stafford Street  
 England and McRae, Ironmongers, Stafford Street  
 Finlaysons, House-furnishers, Stafford Street

Fyfe, A. J., 243 and 105 Stafford Street  
 Gabites, A., 137 Stafford Street  
 Gas, Coal, and Coke Company  
 Grangers Ltd., Drapers, 99 Stafford Street  
 Hannah, R., and Co., Stafford Street  
 Harlow, Stanton, Draper, &c., Stafford Street  
 Hawkey and Son, 190 Stafford Street  
 Healey, J. H., Stationer, Stafford Street  
 Herberts Limited, Drapers, Stafford Street  
 Hurdley, J. E., and Sons, Stafford Street  
 Hutton, P. W., and Co., Stationers, 165 Stafford Street  
 Ireland, J. M., Leather-goods Dealer, Stafford Street  
 Liberty, The, Drapers, 296 Stafford Street  
 Lister, W. J., House-furnisher, 87 Stafford Street  
 Louvre, The, Soft-goods Importers, 186 Stafford Street  
 McNaulty, E., Draper, Stafford Street  
 McAteer, Miss, Ladies' Outfitter, 261 Stafford Street  
 McClelland, S. G., Soft-goods Importer, Stafford Street  
 McErlane, J. J., House-furnisher, Stafford Street  
 McGruer, Davies, and Co., 63 Stafford Street  
 McKenzie, J. R., Ltd., Fancy-goods Importers  
 McRobie's Emporium, Stafford Street  
 "The Magnet," Drapers, Stafford Street  
 Marriott, H., Draper  
 Millers Ltd., Drapers  
 Miller, J. M., Draper, Stafford Street  
 Morrison, Miss, Ladies' Outfitter, 148 Stafford Street  
 Morrison's, Drapers, 266 Stafford Street  
 Mutual Furnishing Co., Stafford Street  
 N.Z. Clothing Factory, Stafford Street  
 Nixon Boot and Shoe Store, Stafford Street  
 Oriental Art Shop, Stafford Street  
 Para Rubber Co., Stafford Street  
 Pearson, Mrs. G., Fancy-goods Importer, Stafford Street  
 Priest and Holdgate, Hardware-importers, 179 Stafford Street  
 Porter, E., Hardware-importer, 241 Stafford Street  
 Ramsay, R., Draper, Stafford Street  
 Rawston, Miss, Milliner, Stafford Street  
 "The Ritz," 40 Stafford Street  
 Schnack, E. and H., 264 Stafford Street  
 Shacknell, C., Stafford Street  
 Smith, W. W., 169 Stafford Street  
 Snow, C. G., Men's Wear, Beswick Street  
 Souter, J. W., Boot-importer, Stafford Street  
 Stewart, A. B., Ironmonger, 114 Stafford Street  
 Thompson, T. and J., Drapers, 223 Stafford Street  
 Timaru Borough Council, Electrical Department  
 Triggs and Denton, Stafford Street  
 Walsh, W., Clothier, Stafford Street  
 Willmott, W., Mercer, Arcade  
 Wilkins, E. S., 187 Stafford Street

*Miscellaneous.*

Andersons Fancy-goods Shop, Waimate  
 Angell, Mrs., Ladies' Outfitter, Waimate  
 Beattie, J. H., Stationers, Waimate  
 Bendall, A., Men's Outfitter, Waimate  
 Berry, A., Soft-goods Importer, Waimate



Blackmore, E., Draper, Temuka  
 Brice, L. M., Fairlie  
 Burton's Fancy-goods Shop, Waimate  
 Callan, H. R., Clothier, Waimate  
 Cameron, M., Stationer, Waimate  
 Canterbury Farmers' Co-operative Association, Temuka, Waimate, Geraldine,  
 and Fairlie  
 Clements, G., Soft-goods Importer, Temuka  
 Conlan, T., Stationer, Waimate  
 Flanagan, J., Clothier, Waimate  
 Foster, H. C., Draper, Waimate  
 Gabites, A., Temuka  
 Gapper and Sheen, Soft-goods Importers, Temuka  
 Gas, Coal, and Coke Company, Waimate  
 Gibson's Boot Store, Waimate  
 Hutt, R. W., and Co., Clothiers, Waimate  
 Kingston, W. T., Stationer, Temuka  
 Logan, E. H., Soft-goods Importer, Geraldine  
 McErlane, J. J., House-furnisher, Waimate  
 MacGregor, N., Stationer, Geraldine  
 McPherson, T., Boot and Shoe Importer, Waimate  
 Martin, F. H., Stationer, Fairlie  
 Menzies, J. G., Draper, Waimate  
 Mitcham, Mrs., Ladies' Outfitter, Waimate  
 Mitchell, T. S., Outfitter, Waimate  
 Moore, R., Mercer, Waimate  
 Morrison Bros., Drapers, Geraldine  
 O'Meara, Mrs., Ladies' Outfitter, Waimate  
 Prosser, A. E., Boot and Shoe Importer, Temuka  
 Reeve, L. E., Boot-importer, Waimate  
 Searle, H. S., House-furnisher, Waimate  
 Souter, J. W., Boot-importer, Waimate  
 Turnbull, T., Men's Outfitter, Waimate  
 Walker, F. T. B., Stationer, Waimate  
 White's, Cash Draper, Waimate  
 Winning, J. C., Stationer, Waimate  
 Wood, T. L., Leather-goods Dealer, Waimate

and

The Canterbury Retail Shop-assistants' (other than Grocers) Industrial 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 as hereinafter provided, and shall continue in force until the 26th day of March, 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 3rd day of May, 1933.

[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, or as message-boys or porters; and provided further that the provisions of the award shall not operate 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 £3 15s. in the case of a male, and £2 in the case of a female. A "junior" is an employee who is in receipt of a weekly wage of less than £3 15s. in the case of a male and £2 in the case of a female. A "storeman" or "packer" is an employee substantially engaged in receiving delivery of, collecting, packing, unpacking, and dispatching goods.

##### *Hours of Work.*

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

*Overtime.*

4. All time worked in excess of the daily minimum hours prescribed by the Shops and Offices Act, 1921-22, and its amendments, shall be paid for at the rate of time and a half with a minimum payment at the rate of 1s. per hour.

*Wages.*

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

<i>Males.</i>										
Age commencing Trade.	First Year.	Second Year.	Third Year.	Fourth Year.	Fifth Year.	Sixth Year.	Seventh Year.	Eighth Year.	Thereafter.	
Under 18..	12/6	17/6	22/6	30/-	37/6	45/-	55/-	67/6	84/-	84/-
18 to 19 ..	17/6	22/6	30/-	37/6	45/-	55/-	67/6	84/-		
19 to 21 ..	22/6	30/-	37/6	45/-	55/-	67/6	84/-			
21 and over	40/-	60/-	thereafter 84/-							

  

<i>Females.</i>										
Age commencing Trade.	First Year.	Second Year.	Third Year.	Fourth Year.	Fifth Year.	Sixth Year.	Seventh Year.	Eighth Year.	Thereafter.	
Under 18..	10/-	15/-	20/-	25/-	30/-	35/-	40/-	42/6	45/-	45/-
18 to 19 ..	15/-	20/-	25/-	30/-	35/-	40/-	42/6	45/-		
19 to 21 ..	20/-	25/-	30/-	35/-	40/-	42/6	45/-			
21 and over	37/6	42/6	thereafter 45/-							

*Storemen and Packers.*

6. (a) The minimum weekly rate of wages for storemen and packers shall be as follows :—

Age commencing Trade.	First Year.	Second Year.	Third Year.	Fourth Year.	Fifth Year.	Sixth Year.	Thereafter.
Under 18 ..	15/-	20/-	27/6	37/6	47/6	60/-	75/-
18 to 19 ..	20/-	27/6	37/6	47/6	60/-	75/-	
19 to 21 ..	27/6	37/6	47/6	60/-	75/-		
21 and over	40/-	60/-	thereafter 75/-				

(b) Storeman or packer in charge of two or more men other than casuals shall be paid not less than 84s. per week.

(c) This award shall not apply to storemen and packers covered by the Wholesale Merchants' Storemen and Packers' award.

(d) A senior storeman and packer shall be an employee in receipt of not less than 75s. per week.

*Proportion.*

7. (a) The number of juniors in any shop shall not exceed two to the first senior and one additional junior to each additional senior, provided that for every five seniors one additional junior may be employed. 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 and packers to seniors shall be the same as that fixed for assistants in the preceding subclause.

*Temporary or Casual Hands.*

8. (a) Casual hands shall be paid 20 per cent. in addition to the rate prescribed in the appropriate wages clause, or at an hourly rate equivalent thereto, with a minimum payment of 1s. per hour.

(b) An assistant shall be deemed to be a casual hand when employed for less than one week.

(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.

#### *Tea-money.*

9. (a) Notice shall be given prior to the time of ceasing work on the preceding day to any employee who shall be required to work overtime, and provided such employee when working overtime cannot reasonably get home for a meal, 1s. tea-money shall be paid.

(b) Under exceptional circumstances shorter notice may be given by mutual arrangement between the worker and the employer concerned, and in such case, provided the assistant cannot reasonably get home for a meal, 1s. 6d. tea-money shall be allowed.

#### *Weekly Employment.*

10. (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, accident, 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.

#### *Payment of Wages.*

11. (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.*

12. Any female who is employed wholly or substantially in 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 rates specified for males.

#### *Holidays.*

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

(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, Good Friday, or Anzac Day shall be paid for at double time rates; work done on any of the other holidays specified herein shall be paid for at the rate of time and a half; such rates to be calculated on an hourly basis and the said payments to 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) Any worker who has completed six months' service leaving the service of the employer otherwise than for dismissal for misconduct shall be granted pay in lieu of the holiday mentioned in the preceding subclause in proportion to his or her length of service.

#### *Weekly Half-holiday.*

14. Except on the Saturday of the week preceding Christmas Day when Christmas Day falls on a Sunday or Monday, no assistant 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.

#### *Closing of Shops.*

15. (a) In exercise of the powers conferred on it by section 69 of the Shops and Offices Act, 1921-22, and section 17 of the Shops and Offices Amendment Act, 1927, the Court orders that all shops in those areas to which section 31 of the principal Act applies or may hereafter be applied shall be subject to the following provisions: That all shops shall be closed from 5.30 p.m. on four days of the week, from 9 p.m. on one day of the week, and from 12.30 p.m. on the day of the statutory half-holiday.

(b) All shops mentioned in the preceding subclause shall be closed from immediately after midnight of the previous day and shall remain closed on the days set out in clause 13 (a) as holidays or on days observed in lieu thereof.

(c) This clause shall be read subject to the provisions of section 3 (2) and section 5 of the Shops and Offices Act, 1921-22.

#### *Reference.*

16. (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 length of service.

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

*Accommodation of Females.*

17. 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.*

18. Any firm transferring a worker from one town to another shall pay such worker's fare, first-class, to the place where such worker is transferred. If the worker so transferred is discharged within one year of being transferred for cause other than misconduct, the employer shall pay the worker first-class fare to the town from which the worker was transferred, provided the worker's home was in such latter town and the worker desires to return thereto.

*Preference.*

19. (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.

(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) With the consent of an employer, a representative of the union may interview workers in the shop for the purpose of collecting union moneys due, provided that such collection shall not take place oftener than once a week, and shall be at a time to be mutually agreed upon by the employer and the secretary of the union.

*Under-rate Workers.*

20. (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.

*Scope of Award.*

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

*Term of Award.*

22. This award, in so far as it relates to wages, shall be deemed to have come into force on the 27th day of March, 1933, and so far as all the other conditions of this award are concerned it shall come into force on the day of the date hereof ; and this award shall continue in force until the 26th day of March, 1934.

In witness whereof the seal of the Court of Arbitration hath hereunto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 3rd day of May, 1933.

[L.S.]

F. V. FRAZER, Judge.

## MEMORANDUM.

The only matter referred to the Court related to under-rate workers. In other respects the award embodies, without material alteration, the recommendations of the Conciliation Council, which the parties agreed to accept.

F. V. FRAZER, Judge.