

NORTHERN (AUCKLAND) INDUSTRIAL DISTRICT.

(11245.) NORTHERN INDUSTRIAL DISTRICT CLOTHING TRADES EMPLOYEES (MALE).—AWARD.

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925; and in the matter of an industrial dispute between the Auckland Cutters, Pressers, and other Clothing Factory Operatives' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

- Advance Outfitters, H.B. Buildings, Newton, Auckland, C. 2.
 Albert, L., Hannah's Buildings, Albert Street, Auckland, C. 1.
 Alberta Fur and Frock Co., 114 Karangahape Road, Auckland, C. 2.
 Army Stores, City Chambers, Queen Street, Auckland, C. 1.
 Betterton, Edward J., 8 Schofield Street, Grey Lynn, Auckland, W. 2.
 Bartlett, John M., 106 Hobson Street, Auckland, C. 1.
 Barry Manufacturing Co., Ltd., 151 Albert Street, Auckland, C. 1.
 Birch, Mrs. L. P., 381 Karangahape Road, Auckland, C. 1.
 Cambridge Clothing Factory, Manukau Road, Newmarket, Auckland, S.E. 1.
 Cane, J. B., Mission Buildings, Wellesley Street West, Auckland, C. 1.
 Claxton, F., Pollen Street, Thames.
 Collinson, J., Foresters' Buildings, Albert Street, Auckland, C. 1.
 Collinson, P., Forester's Buildings, Albert Street, Auckland, C. 1.
 Court, Geo., Ltd., Karangahape Road, Auckland, C. 2.
 Court, John, Ltd., Victoria Street, Auckland, C. 1.
 Cross and Jackson, 19 Cook Street, Auckland, C. 1.
 Carter and O'Brien, 47 Wakefield Street, Auckland, C. 1.
 Crabbe and Co., V. N., corner of Federal and Victoria Streets, Auckland, C. 1.
 Crosby and McCullough, 24 Wakefield Street, Auckland, C. 1.
 Dominion Leather Goods Co., National Mutual Chambers, Chancery Street, Auckland, C. 1.
 Darroch, E. C. R., 12 Victoria Street, Auckland, C. 1.
 Empire Furriers, Ltd., 358 Upper Queen Street, Auckland, C. 1.
 Faulkner and Co., 421-423 Upper Queen Street, Auckland, C. 1.
 Farmers' Trading Co., Ltd., Hobson Street, Auckland, C. 1.
 Fur Trading Co. of N.Z. (Manufacturers), Ngapuhi Chambers, 33 Lorne Street, Auckland, C. 1.
 Hardy's Ltd., Fergusson Buildings, Queen Street, Auckland, C. 1.
 Harris Langton Ltd., 79 Lorne Street, Auckland, C. 1.
 Hutton, T. W., 18 Lower Vincent Street, Auckland, C. 1.
 Hudson Company Furs, Ltd. (Manufacturers) 276 Queen Street, Auckland, C. 1.
 Green, G., 288 Queen Street, Auckland, C. 1.
 Imperial Fur Co., Ltd., H.B. Buildings, 58-60 Queen Street, Auckland, C. 1.
 Kay, B., and Son, Karangahape Road, Auckland, C. 2.
 King, F. M., and Co., 165 Albert Street, Auckland, C. 1.
 Lephert, S., 205-206 Cooke's Buildings, Queen Street, Auckland, C. 1.
 Leven, Mrs. A., 3A Great North Road, Auckland, W. 2.
 LeRoy, Mrs. L. S., 515 Dominion Road, Auckland.
 LeRoy, E., Brunswick Lane, Auckland, C. 1.
 London Clothing Factory, 11-13 Wyndham Street, Auckland, C. 1.
 Manchester Costume Co., 153 Albert Street, Auckland, C. 1.
 Marshall's Clothing Co., 164 Grafton Road, Auckland, C. 1.
 Maide Vale Clothing Co., Hannah's Buildings, Albert Street, Auckland, C. 1.

- Melba Fur Co., Ltd., 228 Queen Street, Auckland, C. 1.
 Mooneys' (Auck.), Ltd (Wholesale), T. and G. Buildings, Elliott Street, Auckland, C. 1.
 Moose Fur Trading Co., 430 Queen Street, Auckland, C. 1.
 Fashion Coat and Clothing Co., 40 Cook Street, Auckland, C. 1.
 McDonald J., 5 Warwick Chambers, Queen Street, Auckland, C. 1.
 Milne and Choyce, Ltd., Queen Street, Auckland, C. 1.
 Munro, C., and R. J., City Chambers, Queen Street, Auckland, C. 1.
 Ogilvie, Victor, 9 Kingsway Avenue, Sandringham, Auckland, S.W. 1.
 Ogilvie, J., Otahuhu, Auckland.
 Oriental Indian Importing Co. (Repairing) Princess Buildings, 236 Queen Street, Auckland, C. 1.
 Osborne, E. J., 11 Airedale Street, Auckland, C. 1.
 Premier Manufacturing Co., 222A Karangahape Road, Auckland, C. 2.
 Pacific Mills, Ltd., Pyros House, 33-35 Rutland Street, Auckland, C. 1.
 Progressive Clothing Co., 41 High Street, Auckland, C. 1.
 Prouting, F. W., Ltd., 15 Elliott Street, Auckland, C. 1.
 Regent Clothing Co., 3 Airedale Street, Auckland, C. 1.
 Renown Clothing Co., 47 Palmerston Buildings, Queen Street, Auckland, C. 1.
 Robinson, J., 153 Albert Street, Auckland, C. 1.
 Robinson Bros., 153 Albert Street, Auckland, C. 1.
 Ross and Glendining, Ltd., 124 Wellesley Street, Auckland, C. 1.
 Royal Manufacturing Co., 153 Newton Road, Auckland, C. 2.
 Scot Manufacturing Co., Foresters' Buildings, Albert Street, Auckland, C. 1.
 S. and W. Garments, Ltd., Manchester Unity Buildings, Hobson Street, Auckland, C. 1.
 Stylish Clothing Co., 1A Liverpool Street, Auckland, C. 2.
 Stern, D. (Furs), (Wholesale and Retail), 8 Wellesley Street East, Auckland, C. 1.
 Supreme Clothing Co., Foresters' Buildings, Albert Street, Auckland, C. 1.
 Ward and Co., 2-4 Chapman Street, Newton, Auckland, C. 2.
 West End Costume Co., 28 Cook Street, Auckland, C. 1.
 Wittner, Miss R., 289 Karangahape Road, Auckland, C. 2.
 Woods, R. T., 16 Mackelvie Street, Grey Lynn, Auckland, W. 2.
 Wright, Hugh, Ltd., Queen Street, Auckland, C. 1.
 Waltons' Ltd., 4 Kingston Street, Auckland, C. 1.
 Wakem, Joseph, Campbell House, Lorne Street, Auckland, C. 1.
 Young, Miss R. W., 298 Dominion Road, Mount Eden, Auckland.
 Zambucka, J., and Son, 20 Airedale Street, Auckland, C. 1.

SHIRTS, WHITE, AND SILK WORK MANUFACTURERS.

- Ambler and Co., Summit Buildings, Wellesley Street, Auckland, C. 1.
 Avon Manufacturing Co., 153 Albert Street, Auckland, C. 1.
 Bartlett, John M., and Co., 106 Hobson Street, Auckland, C. 1.
 Brennan, J., 7 Bronte Street, Auckland, C. 1.
 Birch, Mrs. L. P., 381 Karangahape Road, Auckland, C. 1.
 Bond Manufacturing Co., H.B. Buildings, Karangahape Road, Auckland, C. 1.
 Cambridge Clothing Factory, Manukau Road, Newmarket, Auckland, S.E. 1.
 Court, Geo., Ltd., Karangahape Road, Auckland, C. 2.
 Court, John, Ltd., Victoria Street, Auckland, C. 1.
 Cross and Jackson, 17 Cook Street, Auckland, C. 1.
 Cassrels Manufacturing Co., 14-18 Lower Federal Street, Auckland, C. 1.
 Doyle, The Misses H. and D., 17 Mount St. John Avenue, Epsom, Auckland.
 East and Buchanan, 41 Hall of Commerce, High Street, Auckland, C. 1.
 Farmers' Trading Co., Auckland, C. 1.

Fowler, W. G., T. and G. Buildings, 5 Elliott Street, Auckland, C. 1.
 Fayreform Co., The, Chancery Street, Auckland, C. 1.
 Greer and Son, R., 38 Douglas Street, Ponsonby, Auckland, W. 1.
 Greer and Son, R., 42 Sussex Street, Grey Lynn, Auckland, W. 2.
 Gloaming Manufacturing Co., 546 Manukau Road, Auckland.
 Heale, Geo., Ltd., Strand Arcade, Auckland, C. 1.
 Hemmings, G., Karangahape Road, Auckland, C. 2.
 Kendall, W. W., 9 Elliot Chambers, Elliott Street, Auckland, C. 1.
 Laddaloe Manufacturing Co., 24-28 Fanshawe Street, Auckland, C. 1.
 Levin, Mrs. A., 3A Great North Road, Auckland.
 Marshall and Co., Ltd., 164 Grafton Road, Auckland, C. 3.
 Milne and Choyce, Ltd., Queen Street, Auckland, C. 1.
 Model Shirt Co., 101 Federal Street, Auckland, C. 1.
 Maida Vale Clothing Co., Hannah's Buildings, Albert Street, Auckland, C. 1.
 Ogilvie's Fashions, Queen Street, Auckland, C. 1.
 Pacific Mills Ltd., Pyros House, Rutland Street, Auckland, C. 1.
 Ross and Glendining Ltd., Grey's Avenue, Auckland, C. 1.
 Sargood, Son and Ewen, Ltd., 154 Hobson Street, Auckland, C. 1.
 Selwyn Shirt Manufacturing Co., 120 Grey's Avenue, Auckland, C. 1.
 Smith and Caughey Ltd., Queen Street, Auckland, C. 1.
 Silknet (N.Z.), Ltd., St. James Buildings, Queen Street, Auckland, C. 1.
 Wakem, J. and Sons, 20 Airedale Street, Auckland, C. 1.
 Wallace Ltd., Wyndham Street, Auckland, C. 1.
 Walben's Ltd., 4 Kingston Street, Auckland, C. 1.
 Woods, R. T., 16 Mackelvie Street, Auckland, W. 2.
 Walker, W., Upper Queen Street, Auckland, C. 1.
 Zambucka, J., and Son, 20 Airedale Street, Auckland, C. 1.

CORSET-MANUFACTURERS.

Berlei (N.Z.), Ltd., corner of Nelson and Wellesley Streets, Auckland, C. 1.
 Elsa Manufacturing Co., Ltd., Rutland Street, Auckland, C. 1.
 Modern Kabo Nature's Rival Corsets, Ltd., corner Brown and Fitzroy
 Streets, Ponsonby, Auckland.
 Steele, J., 445 Karangahape Road, Auckland, C. 2.
 Slimform Co., 124 Pacific Buildings, Wellesley Street, C. 1.

NECKWEAR-MANUFACTURERS.

Hartnoll, Mrs. E. B., 15 Mount Pleasant Road, Mount Eden.
 Klippel Bros. (N.Z.), Ltd., 201 Hobson Street, Auckland, C. 1.
 Parisian Neckwear Co., Ltd., 74-76 Lorne Street, Auckland, C. 1.
 Steedman, Miss L., 7 Mount Street, Auckland.

KNITWEAR-MANUFACTURERS.

Brookbanks Ltd., 27-29 Victoria Street, Auckland, C. 1.
 Cassrels Manufacturing Co., Ltd., 14-18 Federal Street, Auckland, C. 1.
 Knitex Ltd., Probert Buildings, Queen Street, Auckland, C. 1.
 Locknit Ltd., Probert Buildings, Queen Street, C. 1.
 Masco Ltd., 74 Karangahape Road, Auckland, C. 2.
 Mulvaney, Josephine, 30 Strand Arcade, Auckland, C. 1.
 McGregor, Leonard A., 80 Karangahape Road, Auckland, C. 2.
 N.Z. Knitted Wear, Ltd., 73 Lorne Street, Auckland, C. 1.
 Woolcraft Co., 33 Customs Street West, Auckland, C. 1.

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 9th day of November, 1936, and shall continue in force until the 28th day of September, 1937, 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 28th day of October, 1936.

[L.S.]

E. PAGE, Judge.

SCHEDULE.

Definitions.

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

(b) A "stock cutter" is one who understands the laying-up, chalking-in, and cutting by shears, knife, or machine of all classes of clothing.

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

Hours of Work.

2. Except as otherwise provided, the ordinary working-hours shall not exceed eight hours per day, to be worked on Monday to Friday, both days inclusive.

Wages.

3. (a) The minimum wage for a second-class chart-cutter shall be £4 12s. 6d. per week (2s. 3 $\frac{3}{4}$ d. per hour); for a stock-cutter and trimmer £4 7s. 6d. per week (2s. 2 $\frac{1}{4}$ d. per hour); for examiner in charge of finishing-room, £4 7s. 6d. per week (2s. 2 $\frac{1}{4}$ d. per hour).

(b) The minimum rate for tailors employed at sewing or supervising shall be such rate as is prescribed by the Tailors' Award current for the time being in the district.

(c) Pressers shall be paid a minimum wage of £4 7s. 6d. per week (2s. 2 $\frac{1}{4}$ d. per hour). Clothing-oilers shall be paid the minimum time-wage prescribed for pressers.

(d) Male casual workers shall be paid at the rate of not less than 2s. 7d. per hour. A "casual worker" is one who is employed for less than three days continuously.

(e) The minimum wage for male machinists employed in any department of the clothing trade covered by this award shall be £4 7s. 6d. per week (2s. 2 $\frac{1}{4}$ d. per hour).

Overtime.

4. (a) All time worked before the ordinary time for starting or after the ordinary time for ceasing work on any day shall be deemed to be overtime, and shall be paid for at the rate of time and a half, with a minimum of 1s. 6d. per hour.

(b) Any worker required to work overtime after 6 p.m. shall be paid 1s. 6d. meal-money, unless such worker can reasonably get home for a meal or was notified on the previous day of the intention to work overtime.

Holidays.

5. The provisions of the Factories Act and its amendments relating to holiday and Sunday payments shall be deemed to be included in this award.

Payment of Wages.

6. (a) Wages shall be paid weekly, not later than Friday in each week, and before finishing-time.

(b) All wages shall be paid on the dismissal of a worker, but when a worker leaves of his own accord his wages shall be collectable on a day to be agreed upon.

Termination of Engagement.

7. Twenty-four hours' notice of the termination of the employment of any worker shall be given by either party.

General Conditions.

8. (a) No part of the operation of cutting shall be performed by any other than a journeyman or an apprentice cutter, until the garments are ready for the machines, but this shall not apply to female workers matching pockets, flaps, or welts.

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

(c) All cutters' requisites shall be provided by the employer.

(d) Boys may be employed in accordance with the provisions of the Factories Act and its amendments to do seam-opening. When selecting a boy for apprenticeship under the Apprentices Act, the employer shall give preference to boys employed by him under this subclause.

Piece-work.

9. Piece-work shall be prohibited.

Matters not provided for.

10. Any dispute in connection with any matter not provided for in this award shall be settled between the particular employer concerned and the secretary or president of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the Conciliation Commissioner, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, may appeal to the Court upon giving written notice of such appeal to the other party within seven days after such decision shall have been communicated to the party desiring to appeal.

Under-rate Workers.

11. (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.

Workers to be Members of Union.

12. (a) It shall not be lawful for any employer bound by this award to employ or to continue to employ in the industry to which this award relates any adult person who is not for the time being a member of an industrial union of workers bound by this award or who is not for the time being a member of a trade-union which was registered as such before the 1st day of May, 1936, and which is bound by this award :

Provided, however, that any non-unionist may be continued in employment by an employer bound by this award during any time while there is no member of a union bound by this award who is available to perform the particular work required to be done and is ready and willing to undertake it.

(b) For the purposes of subclause (a) of this clause a person of the age of eighteen years or upwards and every other person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this award for workers of the age of twenty-one years and upwards shall be deemed to be an adult.

(NOTE.—Attention is drawn to subsection (4) of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, which gives to workers the right to join the union.)

Scope of Award.

13. This award shall operate throughout the Northern Industrial District.

Term of Award.

14. This award shall come into force on the 9th day of November, 1936, and shall continue in force until the 28th day of September, 1937.

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 28th day of October, 1936.

[L.S.]

E. PAGE, Judge.

MEMORANDUM.

The Court, on 17th September, 1936, made an award in the clothing trades covering all male and female workers in New Zealand, excepting only male cutters and pressers in the Northern Industrial District.

The Court was disposed to refuse to make a separate award for such workers, but, as a partial agreement had been arrived at between employers and workers, the Court has decided on this occasion to give them a separate award. It is, however, making this award expire on the same day as that fixed in the general clothing trades award for the rest of New Zealand. We think that, on any future application, a Dominion award covering all workers should be obtained.

E. PAGE, Judge.
