

(11331.) NORTHERN INDUSTRIAL DISTRICT **TAILORS**.—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 Tailors' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

*Auckland*—

- Angus, the Tailor Man, Argus House, 24-26 High Street, C. 1.  
Advance Outfitters (H. C. Martin), H.B. Buildings, Karangahape Road, C. 2.  
Aldridge, H., and Co., 421-423 Queen Street, C. 1.  
Anderson, J., 514 Upper Queen Street, C. 1.  
Austin, A. H., 227 Hobson Street, C. 1.  
Ayres, F. S., St. Kevins Arcade, Karangahape Road, C. 2.  
Ayres, Stan., 177 Karangahape Road, C. 2.  
Ayres, Stan., Great South Road, Otahuhu, S.E. 7.  
Bevege, Alfred, and Co., corner Queen Street and Wellesley Street East, C. 1.  
Boyd, R. D., Highbury Corner, Birkenhead, N. 5.  
Brown, Jack, 196 Broadway, Newmarket, S.E. 1.  
Buchanan, E. W., 65 New North Road, Eden Terrace, C. 3.  
Buckley, E., 602 Great North Road, W. 2.  
Bull, Horace, Ltd., 181 Queen Street, C. 1.  
Bunker, H. E., 41 Strand Arcade, Queen Street, C. 1.  
Campbell, F. H., 83 Victoria Street West, C. 1.  
Carswell, D., 45A New North Road, Eden Terrace, C. 3.  
Chandler, H. J., Commercial Bank Buildings, 62 Queen Street, C. 1.  
Clarke, E. G., 36-38 Pitt Street, C. 2.  
Clarkson, J., and Sons, 139 Queen Street, Onehunga, S.E. 5.  
Cochrane, A. (Renown Clothing Co.), Palmerston Buildings, Queen Street, C. 1.  
Connell, George, 519 Karangahape Road, C. 2.  
Coulter, 14 Richmond Avenue, W. 2.

- Court, George, and Sons, Ltd., Karangahape Road, C. 2.  
 Crawshaw, E., 2nd Floor, Palmerston Buildings, Queen Street, C. 1.  
 Crowley, J., 6 Napier Street, C. 1.  
 Cummins, F. W. P., 89 Shortland Street, C. 1.  
 Cupples, A., 31 Hall of Commerce, High Street, C. 1.  
 Daisley and McMillan, Kean's Buildings, Queen Street, C. 1.  
 Daniels, A. W., 102 Victoria Arcade, C. 1.  
 Davey, Fred., Union Buildings, Customs Street, C. 1.  
 Devcich, A., 69 Victoria Street West, C. 1.  
 Dominion Tailoring Co., 43 City Chambers, Queen Street, C. 1.  
 Drew, W. H., 210 Hobson Street, C. 1.  
 Dyer, F. H., 212 Pacific Buildings, Wellesley Street East, C. 1.  
 Farmers' Trading Co., Ltd., Hobson Street, C. 1.  
 Fletcher, G. H., 258 Queen Street, Onehunga, S.E. 5.  
 Flyger, E. L., 401 Karangahape Road, C. 2.  
 Fort, Harry, Palmerston Buildings, 47 Queen Street, C. 1.  
 Fraser, Smith, and Lucas, Ltd. (Lynx Suits), 123 Queen Street, C. 1.  
 Gadd, A. H., 8 Great North Road, W. 2.  
 Gager, G., 97 Main Highway, Ellerslie, S.E. 6.  
 Groos, P., and Co., 4 and 6 Durham Street East, C. 1.  
 Hallenstein Bros., 228 Queen Street, C. 1.  
 Hardy's (Suit Specialists), Fergusson Buildings, Queen Street, C. 1.  
 Hebden, A. O., 2 Wyndham Street, C. 1.  
 Hebden, J. R., Great South Road, Otahuhu, S.E. 7.  
 Heine, W., 40 Security Buildings, Queen Street, C. 1.  
 Henri, H., 323 Queen Street, C. 1.  
 Hutton, T. W. (Manager), 18 Lower Vincent Street, C. 1.  
 "Jaffe," Everybody's Tailors, 344 Queen Street, C. 1.  
 Jaffe, Max, and Sons, 219 Queen Street, C. 1.  
 Jaffe, R., 43 Queen Street, C. 1.  
 Jarrett and Allan, Union Buildings, Customs Street, C. 1.  
 Johnston, J. B., Pitt Street, Ellerslie, S.E. 6.  
 Judd, W. J., 465 New North Road, S.W. 1.  
 Kemp, B. J. M., 99 Queen Street, Auckland, C. 1.  
 Laking, R. G., 93 Queen Street, Onehunga, S.E. 5.  
 Lane and Harman, British Chambers, High Street, C. 1.  
 Larritt, J., 223 Queen Street, C. 1.  
 Lees, Les., 20 Civic Theatre Buildings, Wellesley Street, C. 1.  
 Lyons, G. H., 31 Hall of Commerce, High Street, C. 1.  
 Mitchell, Les., 40 Palmerston Buildings, Queen Street, Auckland, C. 1.  
 Martin, E., 44 College Hill, Auckland.  
 Martin, W. E., Tabernacle Buildings, Karangahape Road.  
 McCarthy, D., 247 Khyber Pass, Newmarket, S.E. 1.  
 McCready's 293 Broadway, Newmarket, S.E. 1.  
 MacDonald, W., 425 New North Road, Kingsland, S.W. 1.  
 McKean, H., 23 Great North Road, W. 2.  
 Manning, C. C., 206 Ellison Chambers, 138 Queen Street, C. 1.  
 Mason and Mitchell, 11 Victoria Street, C. 1.  
 Master Clothes, Ltd., 170 Queen Street, C. 1.  
 Masterton, A., 378 Great South Road, S.E. 6.  
 Maurice Ltd., Civic House, Queen Street, C. 1.  
 Meldrum, J., 40 Hepburn Street, C. 2.  
 Meyers, F. Nathan, 23 Swanson Street, C. 1.  
 Milne and Choyce, Ltd., Queen Street, C. 1.  
 Morgan, J., 69 Victoria Road, Devonport, N. 1.  
 Moyes, J., 14 Victoria Street East, C. 1.  
 Munro, C. and R. J., 48 City Chambers, corner Queen and Victoria  
 Streets West, C. 1.  
 Nicholas, C., 30 Wellesley Street West, C. 1.

- Ogilvie, J. T., Great South Road, Otahuhu, S.E. 7.  
 O'Gorman, F. R., 15 Gore Street, C. 1.  
 O'Malley, Leo, Karangahape Road, C. 2.  
 Olsen and Greer, Ltd., Dingwall Buildings, Queen Street, C. 1.  
 Palmer and Fearnley, Ltd., 8 and 10 Darby Street, C. 1.  
 Pearce, J. W. (Merchant Tailor), 108 N.Z. Insurance Buildings,  
 Queen Street, C. 1.  
 Peter Mack, 235 Queen Street, C. 1.  
 Pollard, A. C., 8 Khyber Pass, Newmarket, C. 3.  
 Poole, J., Owairaka Avenue, Mt. Albert.  
 Preston and Son, Ltd., 10 His Majesty's Arcade, Queen Street, C. 1.  
 Price's One Price Tailors, Ltd., 332 Queen Street, C. 1, 269 Karangahape  
 Road, C. 2, 155 Broadway, S.E. 1.  
 Progressive Clothing Co., 41 High Street, C. 1.  
 Reiman, G., 174 Hobson Street, C. 1.  
 Roberts, E., 451 Karangahape Road, C. 2.  
 Robinson Bros., N. and J., Clothing, Ltd., 37 St. Kevin's Arcade,  
 Karangahape Road, C. 2.  
 Robinson, J., Ltd. (Wholesale), Hannah's Buildings, 102 Albert Street,  
 C. 1.  
 Selby, W., 21 Ponsonby Road, C. 2.  
 Shaw, R., 13 Hurstmere Road, Takapuna, N. 2.  
 Simpson, J., 1 and 2 Brunswick Buildings, 170-172 Queen Street, C. 1.  
 Smith and Caughey, Ltd., Queen Street, C. 1.  
 Speir, John, 413 Dominion Road, S. 2.  
 Thomson, A., 538 Manukau Road, One Tree Hill, S.E. 3.  
 Todd Bros., Great South Road, Otahuhu, S.E. 7.  
 Todd, James, and Co., 8 Wakefield Street, C. 1.  
 Tutt, G., 178-180 Symonds Street, C. 3.  
 Tyer, H. W., 103 Pacific Buildings, Wellesley Street East, C. 1.  
 Waterworth, J., 12 Great North Road, Grey Lynn, W. 2.  
 Wilson, H., 303 Karangahape Road, C. 2.  
 Wilson, James, Ltd., Acacia Buildings, O'Connell Street, C. 1.  
 Woodbury, E. J., 91 Victoria Road, Devonport, N. 1.  
 Wright, Allan, 41 Parnell Road, Parnell, C. 4.  
 Wright, Hugh, Ltd., 72-76 Queen Street, C. 1.  
 Zukerman, R., and Sons (High Class Tailors), 9 Foresters' Buildings,  
 139 Albert Street, C. 1.

*Country—*

- Andrews, E. J., Studholme Street, Morrinsville.  
 Brooker, S. C., Tutanekai Street, Rotorua.  
 Brown, A., Hakiha Street, Taumarunui.  
 Burch Philip L., Garden Place, Hamilton.  
 Burt, C., Seddon Street, Waihi.  
 Butler, H. E., Belmont Road, Paeroa.  
 Carlton, E., Willow Street, Tauranga.  
 Cullen, J. S., Whitaker Street, Te Aroha.  
 Danby, Albert W., Pollen Street, Thames.  
 De Luen, J., Kenrick Street, Te Aroha.  
 De Luen, A., Hinemoa Street, Rotorua.  
 Dick, E., Victoria Street, Hamilton.  
 Dyall, J., Rora Street, Te Kuiti.  
 Fagan, P., Whitaker Street, Te Aroha.  
 Fallow, G., Belmont Road, Paeroa.  
 Fogarty, J., Victoria Street, Cambridge.  
 Forsham, R., Spring Street, Tauranga.  
 George, A. H., Rora Street, Te Kuiti.  
 George, W. C. E., Main Street, Huntly.

Govind, P., Maniapoto Street, Otorohanga.  
 Hackett, Joseph C., Victoria Street, Dargaville.  
 Hendy, George, Bank Street, Whangarei.  
 Jack, Alex., Queen Street, Waiuku.  
 Jorgensen's Ltd., Pollen Street, Thames.  
 Kelly, K. G. M., Rathbone Street, Whangarei.  
 Mason, F., Alexandra Street, Te Awamutu.  
 Meltzer, L., 167 Victoria Street, Hamilton.  
 Meltzer, L., Cambridge.  
 Morgan, E., Waihi.  
 Muir Bros., Pollen Street, Thames.  
 Nicholas, T. H., Moresby Avenue, Waihi.  
 Nicol, Thomas, Helensville.  
 Parkhouse, G., Victoria Street, Hamilton.  
 Quale, William, Bank Street, Whangarei.  
 Rayner, A. R., Jesmond Street, Ngaruawahia.  
 Renton, H., Sloane Street, Te Awamutu.  
 Riley, H., Victoria Street, Cambridge.  
 Ritchie and Son, Papatoetoe.  
 Rowse, C. J., Rora Street, Te Kuiti.  
 Taylor, J. S., Commerce Street, Frankton Junction, Hamilton.  
 Thomas, E., Wellesley Chambers, Victoria Street, Hamilton.  
 Towler, Harry, Main Street, Huntly.  
 Willey, A. H., 7 Collingwood Street, Hamilton.  
 Williams, James, King Street, Pukekohe.

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 October, 1936, and shall continue in force until the 26th day of October, 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 19th day of October, 1936.

[L.S.]

E. PAGE, Judge.

#### SCHEDULE.

##### *Hours of Work.*

1. (a) The ordinary hours of work shall be forty per week.

(b) Each employer shall place in a prominent position in the workroom a statement showing how the hours of work are regulated.

##### *Wages.*

2. (a) The minimum wage for men employed on weekly wages, including pressers, shall be £4 17s. 6d.

(b) No deductions 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.

(d) With regard to pieceworkers, the time statement attached to the award made by the Court on the 7th day of April, 1914, and recorded in Book of Awards, Volume XV, page 291 (at page 302 and following pages), and any amendments thereof, including the amendment contained in Volume XXIX, page 190, clause 2 (f), if any (save and except the time rate therein mentioned), shall be deemed to be incorporated with and form part of this award, and shall be binding on all parties to this award. The said time statement shall for the purposes of this award be calculated at the rate of 1s. 6 $\frac{3}{4}$ d. per hour.

(e) When other than weekly hands are employed at ladies' tailoring, the work may be done, at the option of the employer, either at log rates or at the minimum rate of 2s. 5 $\frac{3}{4}$ d. per hour by the clock.

##### *Overtime.*

3. (a) 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:—

Weekly hands: From 6 p.m. until 9 p.m., time and a half, and thereafter double time.

- (b) Pieceworkers: From 6 p.m. to 9 p.m., 1s. per hour extra, and thereafter at 2s. per hour extra; from 6 a.m. to 8 a.m., 1s. per hour extra.
- (c) 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.
- (d) Any time lost by a worker (whether a weekly hand or pieceworker) by default in any one week shall be made up before any overtime is payable; each week to stand by itself.

#### *Holidays.*

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

#### *General Conditions.*

5. (a) 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 turnboard shall be kept by the employer and the employees.

(b) The employer shall have the right to introduce whatever machinery his business may in his opinion require.

(c) Every employer shall be entitled to the fullest control over the management of his factory, and to make such regulations as he deems necessary for time-keeping and good order.

(d) The rules as to "standing-time" shall be as follows: At the first try-on, when the workman has picked the coat to pieces and given it to the cutter to mark up and cut for him, if the worker is kept idle for more than twenty minutes by reason of the cutter not giving him back the coat within that time he shall be paid full time for any time over the twenty minutes during which he shall be kept idle as before mentioned.

(e) Before employing any person as a presser who is not a tailor, the employer shall give notice to the union, and if no tailor is available within one week from such notice the employer may employ any other person, and thereafter shall not be obliged to discharge such person in order to replace him by a tailor.

(f) The 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, subject to the payment of wages as herein prescribed: Provided that

there shall be employed on coats not less than one journeyman to every four journeywomen or apprentices or fraction of four, and in calculating the number of men actually employed on the job pressers shall be excluded from the calculation.

*Disputes.*

6. In the case of a dispute as to the interpretation of any of the clauses or provisions hereof or of anything in the time statement, such dispute shall be referred to a joint committee consisting of two representatives of the union and two of the employers, to be appointed as occasion requires. Such representatives shall elect a chairman, who shall have a casting vote; and in default of their agreeing on a chairman, the chairman shall be the Conciliation Commissioner for the district. The interpretation adopted by such committee shall be deemed to be the proper interpretation of the award subject to any ruling of the Court.

*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.

*Workers to be Members of Union.*

8. (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.*

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

*Term of Award.*

10. This award shall come into force on the 26th day of October, 1936, and shall continue in force until the 26th day of October, 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 19th day of October, 1936.

[L.S.]

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E. PAGE, Judge.

MEMORANDUM.

The principal matters referred to the Court related to hours, wages, overtime, and the team system. In other respects the award embodies the recommendations arrived at by the assessors in Conciliation Council.

E. PAGE, Judge.