

**NEW ZEALAND CLOTHING-TRADE EMPLOYEES.—AMENDMENT  
OF AWARD**

In the Court of Arbitration of New Zealand.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and the Economic Stabilization Emergency Regulations 1942; and in the matter of the New Zealand Clothing-trade Employees' award, dated the 27th day of August, 1946, and recorded in 46 Book of Awards 1057.

IN pursuance and exercise of the powers vested in it by Regulation 39A of the Economic Stabilization Emergency Regulations 1942, and upon application made in that behalf by a party to the New Zealand Clothing-trade Employees' award, dated the 27th day of August, 1946, and recorded in 46 Book of Awards 1057, this Court doth hereby order as follows:—

1. That the said award (as amended by order of the Court dated the 25th day of September, 1947) shall be further amended in the manner following:—

(1) By deleting subclause (b) of clause 3 (Female Apprentices and Improvers), and substituting therefor the following subclause:—

“(b) The minimum wages of female apprentices (whether their term of apprenticeship commenced under this or any previous award) and improvers employed in any capacity shall be at the following weekly rates:—

	Per Week.		
	£	s.	d.
“ Apprentices—			
“ For the first six months ..	1	9	6
“ For the second six months ..	1	14	6
“ For the third six months ..	1	19	6
“ For the fourth six months ..	2	5	0
“ Improvers—			
“ For the fifth six months ..	2	12	6
“ For the sixth six months ..	2	19	6
“ For the fourth year ..	3	12	0
“ Thereafter, journeywomen's rates:			

“ Provided that workers commencing over sixteen years of age shall receive 5s. per week in advance of the above rates, and over seventeen years of age 7s. 6d. per week in advance of the above rates, and over eighteen years of age 10s. per week in advance of the above rates; but this proviso shall not operate so as to increase journeywomen's rates: Provided, also, that workers over twenty-one years of age shall be paid not less than £3 15s. 6d. per week.”

(2) By deleting clause 6, and substituting therefor the following clause:—

*“Journeywomen’s and Male Machinists’ Wages*

“6. (a) The minimum wage for journeywomen shall be £4 6s. per week.

“ (b) The minimum wage for male machinists employed in any department of the clothing trade covered by this award shall be £7 1s. per week.”

(3) By deleting clause 8, and substituting therefor the following clause:—

*“Sorting, Ticketing, Boxing, and Distribution of Work*

“8. Females employed sorting, ticketing, boxing, and distributing work shall be paid the following rates of wages:—

	Per Week.		
	£	s.	d.
“ For the first six months .. ..	1	9	6
“ For the second six months .. ..	1	14	6
“ For the third six months .. ..	1	19	6
“ For the fourth six months .. ..	2	5	0
“ For the fifth six months .. ..	2	11	6
“ For the sixth six months .. ..	2	18	0
“ For the fourth year .. ..	3	9	6
“ Thereafter .. ..	4	3	6

“ Provided that workers commencing over sixteen years of age shall receive 5s. per week in advance of the above rates, and over seventeen years of age 7s. 6d. per week in advance of the above rates, and over eighteen years of age 10s. per week in advance of the above rates; but this proviso shall not operate so as to increase the rate of £4 3s. 6d.: Provided, also, that workers over twenty-one years of age shall be paid not less than £3 15s. 6d. per week.”

(4) By deleting subclause (a) of clause 9 (Provisions relating to Cutters, Trimmers, and Tailors), and substituting therefor the following subclause:—

“ (a) The minimum wage for a second-class chart-cutter shall be £7 6s. per week; for a stock-cutter and trimmer, £7 1s. per week.”

(5) By deleting subclauses (a) and (d) of clause 12 (Provisions relating to Examiners and Examiners’ Assistants), and substituting therefor the following subclauses:—

“ (a) The minimum wage for examiners shall be £7 1s. per week.”

“(d) Youths other than apprentices may be employed assisting examiners in the proportion of one youth to each three or fraction of three adults at not less than the following rates of pay:—

	Per Week.		
	£	s.	d.
“ For the first six months .. ..	1	15	0
“ For the second six months .. ..	2	4	0
“ For the third six months .. ..	2	12	6
“ For the fourth six months .. ..	3	2	0
“ For the fifth six months .. ..	3	13	0
“ For the sixth six months .. ..	4	4	0
“ For the seventh six months .. ..	4	17	0
“ For the eighth six months .. ..	5	11	6
“ Thereafter .. ..	7	1	0

“ Provided that workers commencing over sixteen years of age shall receive 5s. per week in advance of the above rates, and over seventeen years of age 7s. 6d. per week in advance of the above rates, and over eighteen years of age 10s. per week in advance of the above rates; but this proviso shall not operate so as to increase the rate of £7 1s.”

(6) By deleting subclauses (a), (c), and (f) of clause 13 (Provisions relating to Pressers and Others), and substituting therefor the following subclauses:—

“(a) Pressers shall be paid a minimum wage of £7 1s. per week; clothing-oilers shall be paid the minimum time-wage prescribed for pressers.”

“(c) Youths other than apprentices may be employed at seam-opening and at underpressing at the following rates of pay:—

	Per Week.		
	£	s.	d.
“ For the first six months .. ..	1	15	0
“ For the second six months .. ..	2	7	0
“ For the third six months .. ..	2	18	6
“ For the fourth six months .. ..	3	10	6
“ For the fifth six months .. ..	4	3	0
“ For the sixth six months .. ..	4	18	0
“ Thereafter .. ..	6	10	6

“ Provided that workers commencing over sixteen years of age shall receive 5s. per week in advance of the above rates, and over seventeen years of age 7s. 6d. per week in advance of the above rates, and over eighteen years of age 10s. per week in advance of the above rates; but this proviso shall not operate so as to increase the rate of £6 10s. 6d.

“ The proportion of youths to adults on underpressing shall be one youth to each two or fraction of two adults.”

“(f) Male casual workers shall be paid at the rate of not less than 3s. 9½d. per hour. A ‘casual worker’ is one who is employed for less than three days continuously.”

2. That this order shall come into force on the 15th day of January, 1948.

Dated this 8th day of December, 1947.

[L.S.]

A. TYNDALL, Judge.

#### MEMORANDUM

The Court has before it an application from the New Zealand Federated Clothing Trade Employees' Industrial Association of Workers for amendments to the New Zealand Clothing-trade Employees' award. The application is made pursuant to Regulation 39A of the Economic Stabilization Emergency Regulations 1942, and the grounds for the application are stated therein as follows:—

“That both parties in 1946 agreed that adult male and female workers in all sections of the garment industry be recognized as skilled workers and paid accordingly.”

Representatives of the employers and workers were heard on 2nd December, 1947.

On 25th September, 1947, the Court of its own motion issued an order amending the award under Regulation 39c, and appended to the order is an explanatory memorandum.

In effect, the submissions now made to the Court in support of the application under Regulation 39A are in conflict with the submissions made on behalf of workers in general in the recent standard-wage case. It is contended by the applicant association that the 1946 award, which was the result of complete agreement of the parties, established a proper relationship between the rates of remuneration of clothing-trade workers and the rates of remuneration at that time of other classes of workers. This contention is not seriously disputed by the employers.

After giving careful consideration to the submissions of the parties, and having regard especially to the fact that many classes of workers in the industry are required to serve an apprenticeship period, the Court has decided to exercise its powers under Regulation 39A and make further amendments to the award.

This decision, however, is not to be regarded as a precedent in respect of industries in which the conditions are not identical with those prevailing in the clothing industry.

The date of coming into force of this amendment is in accordance with the expressed wishes of the representatives of the parties.

A. TYNDALL, Judge.

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