

FEBRUARY, 1899.

*Christchurch Tailoring Trade.*

The following is the agreement arrived at by the parties concerned. The log referred to in clause 15 is not published :—

This industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," the first day of November, one thousand eight hundred and ninety-eight, between the Christchurch Master Tailors' Union, signifying in the prescribed manner their concurrence herein (hereinafter called "the employers"), of the one part, and the Christchurch Tailoring Trade Industrial Union of Workers (hereinafter called "the union"), of the other part, whereby it is agreed as follows :—

1. *Hours of Labour.*—The hours of labour shall not be more than forty-eight hours per week, the work to be done between (8) eight a.m. and (6) six p.m. on the first five days of the week, and (8) eight a.m. and (1) one p.m. on Saturday. The weekly half-holiday for pressers may be held on any day other than Saturday.

2. *Overtime.*—All work done between (6) six p.m. and (11) eleven p.m., time and a quarter, and after (11) eleven p.m. double time, to be paid for the first five days of the week. On the weekly half-holiday, after (1) one p.m. until (6) six p.m., time and a quarter; after (6) six p.m., time and a half to be paid.

*Holidays.*—(8) Eight a.m. to (5) five p.m., time and a quarter; after (5) five p.m., double time.

3. The proportion of apprentices to operatives to be as follows: For the first four operatives or any less number, (1) one apprentice; for more than (4) four operatives and up to (8) eight operatives, two apprentices; and so on in the same proportion. These conditions to apply to pressers also.

4. The preceding rule not to interfere with engagements of present apprentices.

5. For the purpose of determining the number of apprentices to operatives the calculation shall be based on a two-thirds full-time employment for the six months previous for the average of the labour.

6. Male apprentices to be bound for not less than (5) five years. Term of apprenticeship for females to be: Trousers- and vest-makers, three years; coat-makers, four years. At the expiration of such term they shall be considered *bond fide* journeymen or journeywomen.

7. *Male Apprentices.*—Apprentices' wages to be as follows: For the first six months of the first year, 2s. 6d. per week; for the second six months of the first year, 5s. per week; for the first six months of the second year, 7s. 6d. per week; for the second six months of the second year, 10s. per week; for the first six months of the third year, 12s. 6d. per week; for the second six months of the third year, 15s. per week; for the first six months of the fourth year, 17s. 6d. per week; for the second six months of the fourth year, £1 per week; for the first six months of the fifth year, £1 5s. per week; for the second six months of the fifth year, £1 10s. per week.

*Female Apprentices.*—Wages to be as follows: 2s. 6d. for the first six months of the first year; an increase of 1s. 8d. per week to be given each succeeding six months until the first six months of the third year, when the increase shall be 3s. 4d. per week; and for the second six months of the third year shall be an increase of 3s. 4d. per week for trousers and vest hands. The increase for coat hands shall be 3s. 4d. per week for the first six months of fourth year, and 3s. 4d. per week increase for the second six months of the fourth year.

Male apprentices' wages to apply to apprentices to pressers.

8. That not more than one weekly-wage hand be employed in any shop unless pieceworkers are also employed, and that the proportion of weekly-wage hands be not more than one to every four pieceworkers or fraction of the first four; the proportion to be determined in the same manner as the proportion of apprentices to operatives is determined. This rule shall not apply to pressers, or to persons kept for alterations and repairs, and also to females.

9. Wages for weekly hands to be as follows: Tailors' minimum wage shall be £2 15s. per week, pressers' minimum wage shall be £2 10s. per week, females' minimum wage shall be £1 5s. per week. These rates shall not apply to persons kept for repairs and alterations.

10. There shall be a fair distribution of work in each workshop by the employers.

11. That there shall be no distribution of labour known as "the team system"—viz., that the weekly hands shall have charge of the apprentices and be allowed no other permanent assistance.

12. The employers shall employ members of the union in preference to non-members, provided there are members of the union who are equally qualified with non-members to perform the particular work required to be done, and who are ready and willing to undertake it at the time when non-members are employed.

13. All work to be done on the workshop premises of employers.

14. A Board of Conciliation, consisting of three delegates each from the Master Tailors' Union and the Christchurch Tailoring Trade Union, shall be appointed to settle all matters arising from the above statement, or any other matters of trade interest referred to it. The said unions to annually appoint their own delegates.

15. The time statement hereto attached shall be deemed to be incorporated hereby, and shall form part of this agreement.

16. The agreement shall be binding on all parties hereto for the term of three years from the date hereof.

*Invercargill Tailoring Trade.*

The following agreement, dated the 1st January, 1899, is a renewal of that dated the 24th January, 1898, arrived at on the recommendation of the Conciliation Board of the district. The log referred to is not published :—

This industrial agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," on the first day of January, one thousand eight hundred and ninety-nine, between the master tailors of Invercargill, signifying in the prescribed manner their concurrence herein (hereinafter called "the employers"), of the one part, and the Southland Trades and Labour Union of Workmen (hereinafter called "the union"), of the other part, whereby it is agreed as follows :—

1. The proportion of apprentices to journeymen to be as follows: For the first four men or any less number, one apprentice; for more than four men and up to eight men, two apprentices; and so on in the same proportion.

2. For the purpose of determining the number of apprentices to journeymen the calculation shall be based on a two-thirds full-time employment for the six months previous for the average of the labour.

3. The preceding rules are not to interfere with the engagements of present apprentices.

4. That not more than one weekly-wage man be employed in any shop unless pieceworkers are also employed, and that the proportion of weekly-wage men be not more than one to every four pieceworkers or fraction of the first four; the proportion to be determined in the same manner as the proportion of apprentices to journeymen is determined.

5. Members of the union to be employed in preference to non-members, provided there are members of the union who are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it.

6. The last-preceding rule is not to interfere with the existing engagements of non-members, whose present employers may retain them in the same or other positions in their employment, nor is it to interfere in any way with the employment of females.

7. When non-members are employed there shall be no distinction between members and non-members; both shall work together in harmony, and both shall work under the same conditions and receive equal pay for equal work.

8. The minimum wage for wages-men shall be £2 10s. per week. The hours of labour shall be forty-eight hours per week. The work shall be done between the hours of 8 a.m. and 6 p.m. on five days, and between the hours of 8 a.m. and 1 p.m. on the factory half-holiday.