

Gibson & Murdoch.  
 H. Jones & Company.  
 W. A. Pilbeam & Company.  
 Port Hunter Stevedoring Association.  
 J. Rowe and Sons.  
 Timber Discharging Proprietary Limited.

But the Court reserves for further consideration its award so far as relates to the claims in the plaint as to coal workers in Melbourne Hobart and Strahan.

23. This award shall operate as to clause 1 hereof as from the 1st May 1919 and as to all other clauses as from the 13th October 1919 and it shall continue in force until the end of 1920.

Solicitors for the Federation *Farlow and Barker*.

In the matter of  
**THE FEDERATED CLOTHING TRADES OF THE  
 COMMONWEALTH OF AUSTRALIA**  
 CLAIMANT

and  
**J. A. ARCHER AND OTHERS**

RESPONDENTS.

(No. 66 of 1918.)

*Industrial dispute—Basic wage for men—Basic wage for women—  
 Subdivision of labour—Order, chart order and ready-made  
 garments—Hours—Agreements.*

Settlement of disputed points in the tailoring industry.

Basic wage for men fixed (as claimed) at 65s. per week, the cost of living in the capital cities being adopted as the standard.

The union having claimed a lower basic wage for women than for men in the cases of machinists and others, the basic wage prescribed for women was 35s. per week.

Where a distinctive minimum wage has under the plaint to be prescribed for adult women, the problem is to find what is the sum per week necessary to satisfy the normal needs of an average female employee who has to support herself from her own exertions and on the basis of reasonably necessary requirements of a woman living in a civilized community.

Discussion of the principles laid down as to minimum wages for women in the Fruit Pickers' case.<sup>(1)</sup>

The Court refused to prescribe a lower rate for females making coats to order on the chart system than to those making coats to order in the ordinary way.

Discussion of the "chart order" system.

Discussion of the "team" system and of the comparative skill of a woman occupied in making a certain section of a garment as distinguished from one occupied in making the whole of the garment.

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 FEDERATION  
 and  
 COMMONWEALTH  
 STEAMSHIP  
 OWNERS'  
 ASSOCIATION  
 AND OTHERS,  
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 WORKERS'  
 FEDERATION  
 and  
 T. CORRIGAN  
 AND SONS  
 AND OTHERS,  
 and  
 WATERSIDE  
 WORKERS'  
 FEDERATION  
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*ex parte*  
 WATERSIDE  
 WORKERS'  
 FEDERATION.  
 The President.

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 MELBOURNE.  
 April 10, 11, 14-  
 16, 23, 24; May  
 5, 6.  
 SYDNEY.  
 June 18 19.  
 MELBOURNE.  
 June 29;  
 September 15-  
 19;  
 October 14, 21.  
 The President.

<sup>(1)</sup> 6 C.A.R. 61 at p. 70.

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The Court does not discourage subdivision of labour so far as it tends to greater output and greater cheapness.

The Court awarded the same minimum rate for females as for males acting as cutters, trimmers, fitters, pressers off, seam and under pressers, body and dress coat hands in men's clothing (and pressers off in women's clothing).

The burden lies on the employers to show that sex should be a ground for differential rates for the same occupation.

*Semble*, any differential rate for females can apply only to the basic rate, not to the secondary rate for skill &c.

There is much more danger incident to the forcing of men out of an industry to which they are suited than to the forcing out of women, even if they are equally suited.

Discussion of the report of the War Cabinet Committee in England (30th April 1919) on the relation which should be maintained between the wages of women and men.

Comment on the decision of Cussen *J.* in the Victorian Court of Industrial Appeals<sup>(1)</sup> as to the minimum wages for women clerks and for men clerks.

The Court awarded 44 hours per week as the limit for women and also for men in the tailoring industry.

Where new labour saving machinery is introduced, machinery such as increases the output, the whole benefit cannot permanently be appropriated by the employers; the increases of output ought to be reflected to some extent in a reduced working time for the employees.

Discussion of the five-day system—no work on Saturday. As the tailoring industry is mainly a women's industry and because a differentiation in hours between men and women would not be expedient, the hours to be fixed for both sexes must be the hours appropriate for women.

A minimum of three-quarters of an hour prescribed for the midday meal.

Refusal to prescribe a lower rate for "assistant cutters" than for cutters.

Facilities prescribed for "union missionaries."

The Federated Clothing Trades of the Commonwealth of Australia on the 5th September, 1918, filed a plaint claiming the following wages and conditions of employment:—

LOG OF WAGES AND CONDITIONS OF WORK.

COVERING THE FOLLOWING SECTIONS:—

MEN'S, YOUTHS' AND BOYS' ORDER TAILORING AND LADIES' TAILORING.

MEN'S, YOUTHS' AND BOYS' READY MADE CLOTHING.

The minimum weekly rate of wages to be paid to employees of the following classes shall be as follows:—

*Order Tailoring.*

	Per Week.
	£ s. d.
1. Cutters, namely, males or females employed marking or cutting out garments	.. .. . 5 0 0

(1) 19 A.L.R. 142.

	Per Week.			1919.
	£	s.	d.	
2. Trimmers, namely, males or females employed marking or cutting out linings or trimmings .. .. .	3	15	0	FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS.
3. Fitter, namely, males or females employed fitting up garments .. .. .	3	15	0	
4. Tailors, namely, males employed making garments ..	3	15	0	
5. Machinists, namely, males employed machining garments ..	3	15	0	
6. Machine Pressers, namely, persons employed pressing off garments, or pressing any part of a garment, other than seam and under pressing .. .. .	4	10	0	
7. Hand Pressers, namely, males or females employed pressing off garments, or pressing any part of a garment, other than seam and under pressing .. .. .	3	15	0	
8. Seam and Under Pressers, namely, males or females employed seam or under pressing garments, other than those he or she is making .. .. .	3	5	0	
9. Brushers, namely, males or females employed cleaning, brushing and sorting garments .. .. .	3	10	0	
10. Folders, namely, males or females employed folding, packing or forwarding garments .. .. .	3	10	0	
11. Examiners, namely, males or females employed examining garments .. .. .	3	15	0	
<i>Females.</i>				
12. Coat Machinists, namely, females employed machining in sleeves or pockets without tacking .. .. .	3	15	0	
13. All other coat machinists, namely, females employed machining any part of a coat, other than putting in sleeves or pockets without tacking .. .. .	2	16	0	
14. All other machinists .. .. .	2	10	0	
15. Body and dress coat hands, namely, females employed making any part of frock coats of all descriptions, dress coats, dress lounge, inverness, morning coats, liveries, coatees, military officers' coats, cassocks, pulpit and bar gowns .. .. .	3	15	0	
16. All other coat hands, namely, females employed making any part of a coat, other than the garments described in Clause 15 .. .. .	2	16	0	
17. Trousers hands, namely, females employed making any part of trousers .. .. .	2	5	0	
18. Vest hands, namely, females employed making any part of a vest .. .. .	2	5	0	
19. All other females, namely, females employed in any work not specially classified .. .. .	2	5	0	
<i>Ladies' Tailoring.</i>				
20. Tailors, namely, males employed making ladies' garments ..	4	0	0	
21. Pressers, namely, males or females pressing off garments ..	3	15	0	
<i>Females.</i>				
22. Coat hands, namely, females employed making any part of a lady's coat or bodice, or any outer garment (other than a skirt), that is generally made in a Ladies' Tailoring Establishment .. .. .	3	0	0	

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	Per Week.
	£ s. d.
23. Coat machinist, namely, females employed machining any part of a lady's outer garment, other than a skirt ..	2 10 0
24. Skirt hands, namely, females employed making any part of a skirt ..	2 5 0
25. Skirt machinists, namely, females employed machining any part of a skirt ..	2 5 0

*Ready-made Clothing.*

26. Cutters, namely, males or females employed folding, laying up or marking material and cutting out garments ..	3 15 0
27. Trimmers, namely, males or females employed marking or cutting out linings or trimmings ..	3 15 0
28. Fitters, namely, males or females employed fitting up garments ..	3 15 0
29. Tailors, namely, males employed making garments ..	3 15 0
30. Machinists, namely, males employed machining garments ..	3 15 0
31. Machine pressers, namely, persons employed pressing off garments or pressing any part of a garment, other than seam and under pressing ..	4 10 0
32. Hand pressers, namely, males or females employed pressing off garments or pressing any part of a garment, other than seam or under pressing ..	3 15 0
33. Seam and under pressers, namely, males or females employed seam or under pressing garments, other than those he or she is making ..	3 5 0
34. Brushers, namely, males or females employed cleaning, brushing or sorting garments ..	3 10 0
35. Folders, namely, males or females employed folding, packing or forwarding garments ..	3 15 0
36. Examiners, namely, males or females employed examining garments ..	3 15 0

*Females.*

37. Coat sleeve or pocket machinists, namely, females putting in pockets or sleeves without tacking ..	2 10 0
38. All other machinists, namely, females employed doing all classes of machining, other than putting in sleeves or pockets without tacking ..	2 5 0
39. Coat hands, namely, females employed making any part of a coat, other than machining ..	2 5 0
40. Trouser hands, namely, females employed making any part of trousers, other than machining ..	2 0 0
41. Vest hands, namely, females employed making any part of a vest, other than machining ..	2 0 0
42. All other females, namely, females employed on any work not specially classified ..	2 0 0

*Juveniles and Apprentices.—Order Tailoring.*

43A. Juveniles not being apprentices employed seam and under pressing—	£ s. d.
16 years of age, per week ..	0 15 0
17 years of age, per week ..	1 5 0

	£	s.	d.	1919.
18 years of age, per week .. .. .	1	15	0	FEDERATED CLOTHING TRADES
19 years of age, per week .. .. .	2	10	0	
20 years of age, per week .. .. .	3	0	0	<i>and</i> J. A. ARCHER AND OTHERS.

43B. No person under the age of 16 years shall be employed seam and/or under pressing.

43C. For the purpose of the Award, all employees in the industry shall be classified as belonging to one of the following classes:—

- (1) Journeymen.
- (2) Journeywomen.
- (3) Indentured apprentices.
- (4) Juveniles employed seam and/or under pressing.

43D. No improvers shall be employed in the industry.

43E. All improvers who are employed in the industry at the time of the Award of the Commonwealth Court of Conciliation and Arbitration based on this log, shall within three (3) months from the date of such Award, enter into an indenture of apprenticeship in the form set forth in this log for such period as with the time already served will complete the period for which they should under the provisions of this log be indentured, and all such apprentices shall be paid wages as if they had been indentured at the beginning of the said time already served.

43F. Definition of improvers.—Improvers are (excepting indentured apprentices and juveniles employed seam and/or under pressing) juveniles who, at the time of the Award of the Commonwealth Court of Conciliation and Arbitration based on this log, are not entitled to and are not being paid at least the minimum weekly wage or piece-work rates as provided by any State award or determination for journeymen and journeywomen.

43G. Notwithstanding anything contained in the Claim, if the term of apprenticeship is fixed in the Award for a lesser period than the time already served by an improver, such improver shall be classed as a journeyman or journeywoman, and paid at least the full weekly wage or piece-work rates as contained in the award.

43H. In the case of adult employees who are unable to earn the minimum rate of wage, a lower rate may be fixed and paid, with the consent in writing of the secretary of the claimant organization, or of the secretary of the branch of the organization, or if he refuses to consent, then with the consent of the Registrar or Deputy Registrar of the Commonwealth Court of Conciliation and Arbitration, subject (as to the Registrar or Deputy Registrar) to the powers of the President under section 17 of the Act. The consent must state the name of the person to be employed, the nature of the proposed employment, the name of the proposed employer, the wages to be paid, and the ground upon which the consent is given. It must relate to one employee only, and must state a term of no longer than one year. A copy must be filed with the Registrar or Deputy Registrar, and be available for inspection.

If such employee be employed upon piece-work, such employee shall be paid for the work performed by him or her at the full rate set forth in the log; but in the event of the amount earned by such employee in any one week on piece-work falling below the amount of weekly wage set forth in the permit, the employer shall pay to the employee an amount which, together with the payment for piece-work performed by the employee, shall equal the weekly wage set forth in the permit.

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*Apprentices—Males.*

44. Proportionate Number.—One male apprentice to every three, or fraction of three, persons who are in receipt of at least the minimum wage or piece-work rate.

45. For the purpose of the limitation of apprentices, each section of the industry shall be taken separately.

46. Wages.—Males—

	<i>s. d.</i>
1st six months' experience, per week .. .. .	7 6
2nd six months' experience, per week .. .. .	10 0
3rd six months' experience, per week .. .. .	12 6
4th six months' experience, per week .. .. .	15 0
5th six months' experience, per week .. .. .	20 0
6th six months' experience, per week .. .. .	25 0
7th six months' experience, per week .. .. .	30 0
8th six months' experience, per week .. .. .	35 0
9th six months' experience, per week .. .. .	40 0
10th six months' experience, per week .. .. .	45 0

*Apprentices—Females.*

47. Proportionate Number.—One female apprentice to every three, or fraction of three, journeymen who have been in the employ of the same firm for at least the previous nine (9) months, and who are in receipt of at least the minimum wage or piece-work rate.

48. For the purpose of the limitation of apprentices, each section of the industry shall be taken separately.

49. Wages.—Females—Coat Hands' term, four (4) years; other females' term, three (3) years.

	<i>s. d.</i>
1st six months' experience, per week .. .. .	7 6
2nd six months' experience, per week .. .. .	10 0
3rd six months' experience, per week .. .. .	12 6
4th six months' experience, per week .. .. .	15 0
5th six months' experience, per week .. .. .	20 0
6th six months' experience, per week .. .. .	25 0
7th six months' experience, per week .. .. .	30 0
8th six months' experience, per week .. .. .	35 0

READY-MADE SECTION.

*Apprentices and Juvenile Workers.*

50. Juveniles not being apprentices employed seam and under pressing:—

	<i>£ s. d.</i>
16 years of age, per week .. .. .	0 15 0
17 years of age, per week .. .. .	1 5 0
18 years of age, per week .. .. .	1 15 0
19 years of age, per week .. .. .	2 10 0
20 years of age, per week .. .. .	3 0 0

51. Apprentices—Males.

52. Proportionate Number.—One male apprentice to every three, or fraction of three, persons who are in receipt of at least the minimum wage or piece-work rate.

53. For the purpose of the limitation of apprentices, each section of the industry shall be taken separately. 1919.

## 53A. Wages.—Males—

	s.	d.	J. A. ARCHER and FEDERATED CLOTHING TRADES AND OTHERS.
1st six months' experience, per week .. .. .	10	0	
2nd six months' experience, per week .. .. .	12	6	
3rd six months' experience, per week .. .. .	15	0	
4th six months' experience, per week .. .. .	17	6	
5th six months' experience, per week .. .. .	20	0	
6th six months' experience, per week .. .. .	25	0	
7th six months' experience, per week .. .. .	32	6	
8th six months' experience, per week .. .. .	40	0	
9th six months' experience, per week .. .. .	47	6	
10th six months' experience, per week .. .. .	55	0	

## 53B. Apprentices.—Females.

53C. Proportionate Number.—One female apprentice to every two, or fraction of two, females who are in receipt of at least the minimum wage or piece-work rate.

53D. For the purpose of limiting apprentices, each section of the industry shall be taken separately.

53E. Wages.—Females—Coat hands' term, four (4) years; other females' terms, three (3) years.

	s.	d.
1st six months' experience, per week .. .. .	10	0
2nd six months' experience, per week .. .. .	12	6
3rd six months' experience, per week .. .. .	15	0
4th six months' experience, per week .. .. .	17	6
5th six months' experience, per week .. .. .	22	6
6th six months' experience, per week .. .. .	27	6
7th six months' experience, per week .. .. .	32	6
8th six months' experience, per week .. .. .	37	6

## 54. Definitions of Order Garment.

Order work, without limiting its meaning, shall include amongst other items, the following work:—

- (1) Bespoke work.
- (2) Garments cut to individual measure.
- (3) Garments sold as tailor-made.
- (4) Garments that are fitted on.
- (5) Garments cut to chart measure.

55. Hours of Employment.—(a) Forty-four (44) hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m., on five days of week. Time of beginning, 8 a.m.; time of ending, 12 noon, on the other working days of the week on which the half-holiday is usually observed.

56. Midday Meal.—In no circumstances shall less than three-quarters of an hour be fixed for the time of the midday meal.

57. Overtime within the Hours Fixed.—(a) Any employee (piece or weekly) who, within the hours fixed for beginning and ending work, is employed in excess of 44 hours in any one week shall be paid as follows:—

(b) Weekly hands, time and a-half.

(c) Piece Workers.—Males, 9d. per hour on time worked, in addition to ordinary piece rates. Females, 6d. per hour on time worked, in addition to ordinary piece rates.

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58. Overtime outside the Hours Fixed.—(a) Any time worked outside the ordinary working hours shall be paid for as follows, with an addition of one shilling (1s.) to provide a meal.

(b) Weekly Hands.—The first two hours, time and a half; and thereafter, double time.

(c) Piece Workers.—Males: The first two hours, 9d. per hour (on time worked), in addition to the piece-work rates; and thereafter, 1s. 6d. per hour, in addition to piece rates.

(d) Females: 6d. per hour (on time worked), in addition to the piece-work rates. No female shall be employed overtime for more than two (2) hours on any one day.

(e) No female shall be employed for a longer period than 10 hours in any one day.

(f) No apprentice shall be worked overtime.

(g) No work shall be performed during ordinary meal hour.

(h) When females or apprentices are employed for a period of 4 hours or over continuously, they shall be allowed an interval of ten minutes for refreshment during each such period without deduction from the weekly wage, and such interval shall be computed as part of the working time.

59. Different Classes of Work.—(a) Where the employment or work involves functions of a mixed character, or functions other than his usual functions, when the employee is engaged to do work requiring the performance of functions involving a higher rate of wages, the minimum rates of wages to be paid to the employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages.

(b) When an employee is employed in any one week, or part of a week, at work in a higher class than he was engaged to perform, he shall be paid for that week at the highest rate payable for any such work.

61. Turns to be Observed.—Employers shall, in slack times, observe "turns" in the distribution of work for weekly or piece workers, and each employer shall keep a record of every turn. Such record shall be open to the inspection of employees.

62. The Task System.—Any employees who work either singly or in combination, or as a team under the task system, or in any manner by which the amount of wages is made to depend upon the number of garments done, or who are required to do a certain number of garments in a given time, shall be classed and paid as piece-workers, and paid the full piece-work rate for such work; and where more than one is engaged in the operation, the full piece-work rate for the garments done shall be divided equally between the employees engaged in the work. If no piece-work rate is actually fixed for such work when it is performed, employees engaged on such work as provided by this section shall be paid 25 per cent. additional on the weekly wage rate till such piece-work rate is fixed. Piece-work rates for such work may be fixed either by the Court or the Board of Reference, or by agreement between the association and the employer, a copy of such agreement to be signed by the employer and the association and filed with the Registrar.

63. Wages—How Paid.—The week shall terminate on Thursday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than the following Friday.

63A. Where an employee engaged on piece-work earns in any one week for piece-work performed by him a sum less than the weekly wage fixed

in the plaint or log for a weekly worker performing a similar class of work, the employer shall pay such employee, in addition to the sum earned by him for the piece-work, a sum sufficient to make the remuneration of such employee for that week equal to the weekly wage of an employee performing similar work under this plaint or log.

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64. Waiting for Work—Piece-workers.—(a) Coat Makers.—The rule as to waiting for work shall be as follows:—At the first try on, when the worker has picked the coat to pieces and given it to the cutter to mark up and re-cut, should the operative be detained for more than twenty (20) minutes before the cutter returns same, the operative shall be paid for any time over the said twenty (20) minutes, as follows:—

Males, 1s. 6d. per hour.

Females, 1s. per hour.

(b) All other piece-workers who are authorized or expected to wait for work for more than one half-hour in the factory or workshop shall be paid for such waiting time over the said half-hour as follows:—

Males, 1s. per hour.

Females, 9d. per hour.

65. Weekly Workers—when employed.—All weekly workers shall be deemed to be in the employ of the employer from the appointed time they enter the factory till the appointed time to leave same.

67. Label of Manufacture.—All garments shall bear the name of the actual manufacturer on a label. Such label to be sewn on a prominent part of the garment.

68. Collecting Logs.—Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

69. Holidays.—The following days shall be observed as holidays for which weekly workers and apprentices shall be paid:—Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, 26th of January, Labour Day or Eight Hours Day, Trade Picnic Day, and any other public holiday gazetted for the State or district which may be observed as holidays.

70. Payment for Work on Holidays.—70A. Any employee who is employed on a Sunday or any holiday provided for herein, shall be paid at the rate of double time, and for half a day at the least.

70B. Piece-workers employed on Sundays or holidays shall be paid double rates, and if employed for less than half a day, shall be paid weekly wages as for half a day at the rate of double time.

71. Visiting Workshops.—71A. The registered officer of the association, or a person duly authorized by him in writing, shall have power to inspect any part of a factory, workshop, or place where it is suspected or believed that a breach of the award or agreement based on this log is occurring or has occurred.

71B. Such visit shall be notified by the officer prior to his actually going on the premises, and the employer shall provide the officer with the necessary facilities for the investigation of the breach or suspected breach of the award or agreement. Such facilities shall include access to the wages book or time-sheet. The officer shall interfere with or inconvenience the work and the duties of the employees in so doing as little as possible.

71C. Employers shall provide on each factory, workshop or place where work is carried on for him a time-book. Such time-book shall contain a correct account of the hours worked and wages received by each employee.

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Such book shall be kept correctly entered up in ink, and shall be signed each week by the employee verifying the accuracy of the hours worked and to the amount of wages received.

71d. On each works reasonable facilities shall be afforded members and officers of the association for the necessary work in connexion therewith, and the association shall be permitted to post notices on a board at each works in a reasonable manner.

72. Terminating Employment.—Seven days' notice of termination of employment shall be given by either the employer or employee, as the case may be, or in lieu thereof one week's pay shall be paid or deducted.

73. Preference to Unionists.—Preference of employment shall be given by the respondents to members of the claimant organization.

74. Out-door Workers.—No employer shall have work done, and no employee shall do work outside a workshop provided and controlled by the original employer for whom the work is performed, and no work shall be performed in any premises occupied by an operative.

74A. In the event of the claim in clause 74 for the total abolition of outdoor work not being granted by the Court, out-door workers shall be employed and paid on the piece-work rates provided herein, plus 25 per cent., and shall not employ any labour whatever.

74B. Such out-door work shall be given only to members of the claimant organization, and notice of all applications under this clause shall be given to the secretary of the claimant organization.

75. All implements and tools of trade, and all machines and material used or required by employees in, or in connexion with, their work, shall be provided by and at the cost of the employer, and no deduction shall be made therefor from the employee.

76. Award Posted.—A copy of the award or agreement shall be posted in a prominent place in the work-room.

77. Board of Reference.—77A. For the purpose of any agreement or award made on the basis of this log, a Board of Reference shall be appointed, consisting of three (3) persons nominated by the employers and three (3) persons nominated by the union, with liberty to either party to vary such appointment from time to time. In case the Board be equally divided on any question, either party may call in the assistance of the Registrar of the Court as umpire.

77B. If any dispute or question arises under the agreement or award, or in connexion with the wages or working conditions of members of the union, it may be referred to the Board, and the decision of the Board shall be final and conclusive between the parties to the reference, as well as to the parties to the agreement or award; but no substantial deviation from the terms of the agreement or award shall be sought to be procured by either party thereto.

77C. The Board shall sit at such time and place as the members agree, or failing an agreement, as the Registrar may determine. The employer concerned, or his manager, and the secretary of the State branch of the organization in which the dispute or question arises, shall be members of the Board in addition to the members, or in substitution for a member or members of the Board appointed under item 77A. All parties concerned shall be given at least 48 hours' notice of the meeting and the business to be transacted thereat. Four members shall form a quorum.

77D. The Board of Reference shall have power to fix piece-work rates for any work performed by employees covered by this log, and to vary, alter or rescind such piece-work rates from time to time.

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78. All apprentices shall be indentured in accordance with the form of indenture set forth in this log, and a copy of each indenture shall be delivered by the employer to the apprentice, and to the secretary of the State branch of the union, within seven days of the date thereof.

FORM OF APPRENTICESHIP INDENTURE.

*Subject to the award of the Commonwealth Court of Conciliation and Arbitration (Clothing Industry).*

This Indenture made the \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_  
between \_\_\_\_\_ employer \_\_\_\_\_ apprentice  
parent or guardian for themselves their  
executors administrators or assigns

Witnesseth

That the said \_\_\_\_\_ the employer doth  
hereby covenant with the said \_\_\_\_\_ apprentice  
and the said \_\_\_\_\_ parent or guardian that  
he the said employer will—

- (a) Take and receive the said apprentice as his apprentice for the full term of \_\_\_\_\_ years from the \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_.
- (b) To the best of his power knowledge and ability teach and instruct or cause to be taught and instructed the said apprentice in the art and craft of\* \_\_\_\_\_ which shall include proficiency as indicated in the schedule to this indenture.
- (c) Pay to the said apprentice (during such time as she/he shall observe and perform the terms of this indenture) wages as fixed for apprentices by the award of the Court in the clothing industry.
- (d) Pay the said apprentice such further rates for overtime worked as may be fixed by the award of the clothing industry.

And that the said \_\_\_\_\_ apprentice and  
parent or guardian covenant with  
the said employer that she/he the said apprentice during the said term  
as follows:—

(1) The employer shall within 14 days from the date hereof place the apprentice under the direction of a qualified journeyman or journeywoman for tuition.

(2) The apprentice shall not be responsible for any faulty work or for any damage or injury done to materials work or machinery tools or plant other than wilful damage or injury during the course of his or her work.

(3) The apprentice shall not be required to work overtime without his consent. Female apprentices shall not be worked overtime.

(4) The employer shall on the completion of the said term hand over to the said apprentice this part of this indenture with a certificate thereon to the effect that the said term has been faithfully served provided the apprentice shall have duly observed and performed the covenants and conditions herein contained.

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(5) In the event of the employer dying or ceasing to carry on his business during the term hereby created either he or his executors administrators or assigns or one of them will within one month thereafter find and provide some other employers carrying on the same class of business within a radius of three miles, if any there be; or if there be none such if the apprentice shall so desire some employer beyond that radius and will assign and transfer at his own expense and cost the said apprentice to such employer or employers upon and subject to the same or the like conditions and stipulations as are hereinbefore provided and in such manner that the apprentice shall not be in any way prejudiced in so doing, and so that the two or more terms shall be regarded as one continuous term and so that the new employer shall accept the apprentice at the position he occupied under this indenture at the date he or she shall be taken over by the new employer.

(6) That the apprentice shall truly and faithfully during the term serve the employer as his apprentice as aforesaid, and shall diligently attend to the business and at all times willingly obey the lawful commands of the employer or of such of his representatives as he or she the said apprentice shall be placed under and shall not absent himself or herself from the employer's service without leave of the employer unless in accordance with the law.

(7) That the employer may deduct from time to time from the wages to be paid to the apprentice such sums as may be reasonable for any loss of time occasioned by the absence of the apprentice from his or her employment for any cause other than the defaults or commands of the employer.

(8) And it is hereby specially agreed by all the parties to this indenture that any police magistrate shall have power on application in form as provided for Courts of Petty Sessions to cancel and make an end of this indenture of apprenticeship if he is satisfied that any covenant or covenants have been broken or that it is desirable for any other reason so to do.

And it is further agreed:—

(9) That the apprentice shall not be required to work on any holiday or during other than ordinary business hours without his or her own consent.

(10) That the said apprentice shall not be paid for any time he or she shall be absent from his or her said duties through his or her own wilful neglect or default or through absenting himself or herself from the said employer's service without leave or licence.

(11) That the said apprentice shall not be entitled to a higher rate of pay until he or she shall have actually worked for a period of six months at the next preceding rate; but provided always that during the continuance of this term the employer shall provide the employee with constant work and even if the business be temporarily closed down or the apprentice is not provided with work but remains ready and willing to perform it such period shall be paid for at the rate of full wages and if the apprentice shall so desire it shall count as part of the term hereby created as having been performed by the apprentice. In addition the apprentice shall receive payment for public holidays provided in the award.

(12) That in computing the period of six months all time worked as overtime or on holidays or at other than ordinary business hours shall if the apprentice so desire either be allowed as a set off against any absence during that period or in reduction of the actual period of six months;

that is by computing the six months on the basis of so many working hours and allowing such time as part performance thereof though the actual six months may not have elapsed.

(13) That this indenture shall be subject in all respects to the award of the Commonwealth Court of Conciliation and Arbitration in the clothing industry and the provisions thereof shall govern this apprenticeship except where varied by the provision hereof for the benefit of the apprentice.

(14) That the employer shall pay the apprentice all money due to him or her as set out in the award.

(15) And for the true performance of all and every of the said covenants and agreements each of the said parties bindeth himself or herself (as the case may be) to the other by these presents.

(16) Signed, sealed, and delivered by the said—

Employer—	Witness—
Apprentice—	Witness—
Parent or Guardian—	Witness—

(17) SCHEDULE REFERRED TO.

Branch.	Proficiency in—
(a) Order Cutter	.. Theory and practice of draughting and cutting out such garments as are usually made by the employer to whom the apprentice is bound, and the practice of "trying on" in any shop or factory where the custom is to "try on" such garments.
(b) Stock Cutter	.. Theory and practice of marking out, cutting out and fitting up all such garments as are usually made by the employer to whom the apprentice is bound, and a general knowledge of the relative positions of each part of such garments.
(c) Trimmer	.. Marking out and cutting out linings and trimmings for all such male outer garments as are usually made by the employer to whom the apprentice is bound.
(d) Presser	.. "Pressing off" all such garments as are usually made by the employer to whom the apprentice is bound.
(e) Coat Machinist (Order or Stock)	.. Machining all parts of a coat.
(f) Vest Machinist (Order or Stock)	.. Machining all parts of a vest.
(g) Trousler Machinist (Order or Stock)	.. Machining all parts of a pair of trousers.
(h) Order Coat Maker	.. Making all parts of, at least, a sac coat, including button-holes by hand.
(i) Order Vest Maker	.. Making all parts of a vest, including button-holes by hand.
(j) Order Trousler Maker	.. Making all parts of a pair of trousers, including button-holes by hand.

(18) N.B.—A copy of this Indenture shall be supplied to the said parent or guardian at the time of signing same.

## ORDER TAILORING.

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79. Sac Coat.—Preamble:—Two outside pockets, with or without flaps; two inside jetted pockets; ticket pocket, in or outside, without flap; cuts in waist or elsewhere (one pair only); all edges, pockets and buttons to be stayed; pocket tacks by hand; canvas through foreparts, also lapels and collar; hair cloth through shoulders, not exceeding ten inches in length; two plies of wadding on shoulder point; wadding in wings; one puff in each seye; all linings felled; inside collar sewn on by hand; with or without back seam; one row of stitching on edge; vent at cuff, with buttons; sewing on label and hanger; holes and buttons.

80. Standard Starting Price—By Machine.—Males and females, 25s.

81. When a worker does his or her own machining, add to the above price 2s.

82. When any of the undermentioned parts are done by hand, such part or parts shall be charged as an extra.

	Males and Females.
	<i>s. d.</i>
83. One pair of cuts .. .. .	0 4
84. Seaming on facings .. .. .	1 4
85. Seaming side seams .. .. .	0 8
86. Shoulder seams .. .. .	0 8
87. Seaming sleeves in .. .. .	0 8
88. Seaming back seam .. .. .	0 8
89. Two outside pockets .. .. .	1 4
90. Stitching edges, one row .. .. .	2 8
91. Making sleeves and sleeve linings .. .. .	2 0
92. Inside breast pocket .. .. .	0 8
93. In or outside ticket pocket .. .. .	0 8
94. Covering collar .. .. .	0 4

95. Exclusive of stitching flaps or welts, when pockets are put in partly by hand and partly by machine, two-thirds of hand price to be added.

96. The following are the extras (and unless machine is specially mentioned, such extras are by hand):—

97. If any extra is done by machine, charge half hand price.

98. Extras, Sac Coat.—If not provided for in the preamble.

	Males and Females.
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Pockets:—

	<i>s. d.</i>
99. Flap pocket, mouth raised and stitched, and stitched in facing .. .. .	0 8
100. Flaps or welts on inside or outside patch pockets, each ..	1 4
101. Flaps not provided for, each .. .. .	0 8
102. Outside breast pocket .. .. .	2 0
103. Inside breast pocket .. .. .	1 4
104. Ticket pocket, in or out, without flap .. .. .	1 4
105. Each hole and button on pocket flap .. .. .	0 4
106. Patch pocket, plain, without flap or welt, lined or unlined, each .. .. .	2 0
107. Inside skirt pocket, not exceeding 10 inches in width, each ..	1 4

	Males and		1919.
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Sleeves:—			
108.	Vent at hand, with stitching around	.. ..	1 0
109.	Cuffs, formed without stitching around	.. ..	0 8
110.	Cuffs, formed with stitching around	.. ..	1 4
111.	Each hole and button in sleeve hand	.. ..	0 4
112.	False cuffs	.. ..	0 8
113.	False cuffs, if filled up	.. ..	1 4
114.	Cuffs, if cut off and laid on	.. ..	2 0
115.	Gauntlet or Bishop cuffs	.. ..	3 4
116.	Half gauntlet cuffs	.. ..	1 8
117.	Wristlet or elastic cuffs	.. ..	2 8
118.	Plain row of gold or silver tracing braid around cuffs, each	.. ..	0 8
119.	Curls of lace, if crimped by workmen, each	.. ..	1 4
120.	Gold or silver lace around cuff, each row	.. ..	1 4
121.	Canvas through cuffs	.. ..	0 8
Vents:—			
122.	Back vent, not exceeding 10 inches in length	.. ..	1 4
123.	Back vent, over 10 inches up to 13 inches	.. ..	2 0
124.	Back vent, over 13 inches	.. ..	2 8
125.	Vent, with Morning Coat tack, extra	.. ..	0 4
126.	Back seam, taped	.. ..	1 4
127.	Back seam, felled or stitched inside in any manner	.. ..	0 8
128.	Side vents, each	.. ..	1 0
Stitching Edges and Seams:—			
129.	Binding edges	.. ..	4 0
130.	Flat braiding on sac coats, same as Morning Coats	.. ..	2 8
131.	Second row of stitching on edges sac coat	.. ..	3 4
132.	Second row of stitching on all coats except sacs	.. ..	1 4
133.	Second row of stitching on bottom of sac or overcoat	.. ..	0 4
134.	Second row of stitching, each flap, welt, or sleeve cuff or vent	.. ..	5 4
135.	Single stitched and lapped seams on sac coat	.. ..	9 4
136.	Double stitched lapped seams on sac coat	.. ..	5 4
137.	Seams seamed and swelled on sac coats	.. ..	2 8
138.	Single stitched and lapped seams, if by machine	.. ..	2 8
139.	Double stitched and lapped seams, if by machine	.. ..	4 0
140.	Double stitched lapped seams, machined by maker	.. ..	2 8
141.	Seams, seamed and swelled, if by machine	.. ..	0 4
142.	Strapped seams, for every three inches or part thereof	.. ..	5 4
143.	Strapped seams, if by machine	.. ..	
<i>Wadding and Padding.</i>			
144.	Padding or wadding, if through shoulders, per pair	.. ..	0 8
145.	Padding with wadding or other material on shoulder points, to hollow of shoulder; for each and every ply or half-ply, over and above that mentioned on specification, extra	.. ..	0 2
146.	It is understood in the above that wadding at shoulder points shall not exceed 4½ inches in length.		
147.	Wadding in wings, per pair	.. ..	0 4

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148.	Wadding around or on shoulder, over 4½ inches and up to 7 inches in length, per pair .. .. .	0	4
149.	Wadding or padding all round scye, per pair .. .. .	1	4
150.	Each additional ply or half ply, per pair .. .. .	0	8
151.	Putting in shoulder pads, per pair .. .. .	0	8
152.	Putting in shoulder pads, continued in sleeves, per pair .. .. .	1	4
153.	Wings, except otherwise provided for, per pair .. .. .	0	8
154.	Wadding in facings prepared for the machine .. .. .	0	8

*Hairecloth and Canvas.*

155.	Hairecloth, not to exceed 10 inches in depth .. .. .	1	4
156.	Each additional inch, per inch .. .. .	0	1
157.	Hairecloth, through lapels .. .. .	0	8
158.	Canvas or other material in lieu of hairecloth in shoulder, or in addition to hairecloth, not exceeding 12 inches in length, and to crease of lapel in breadth .. .. .	0	8
159.	Each additional inch .. .. .	0	1

*Basting Sac Coat or Chesterfield.*

160.	Skeleton baste, one sleeve, no collar .. .. .	2	0
161.	Skeleton baste, two sleeves, no collar .. .. .	2	4
162.	Skeleton baste, one sleeve and collar .. .. .	2	4
163.	Skeleton baste, two sleeves and collar .. .. .	2	8
164.	Forward try on, to consist of basting in two sleeves and collar .. .. .	2	0
165.	Basting shoulder seams, extra .. .. .	0	8
166.	Basting side seams, extra .. .. .	0	8
167.	Basting back seam, or any other single seam, extra .. .. .	0	4
168.	Sleeve linings, basted in, extra, each .. .. .	0	4
169.	Ripping and smoothing first baste, or forward try on .. .. .	0	8
170.	Full baste, to include wadding, padding and facings, and seams pressed open .. .. .	5	4

*Unlined Coats.*

171.	If unlined, and hand finished inside, <i>i.e.</i> , back of facing bottom of coat, side seams felled, tacks covered .. .. .	1	4
172.	Unlined, and binding finished inside, <i>i.e.</i> , bottom of coat, back of facing, and seams bound .. .. .	4	0
173.	Covering seams, single felling, per yard .. .. .	0	8

*Other Extras.*

174.	Making hanger .. .. .	0	4
175.	Snob's thumb, each .. .. .	0	4
176.	Label on coat, over 2 inches .. .. .	0	4
177.	Mourning band on arm, sewn on one edge only .. .. .	0	8
178.	Covering buttons, each .. .. .	0	1
179.	Gum pads on any garment, cloth, per pair .. .. .	2	8
180.	Gum pads on any garment, leather, per pair .. .. .	3	4
181.	Stitching down in seam, or behind seam of front edges, to keep facings in position .. .. .	0	4
182.	Strapping velvet collar .. .. .	1	4
183.	All rows stitched on shoulders or side body, per pair .. .. .	0	8

	Males and Females.	1919. FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS.
	<i>s. d.</i>	
184. Buggies, bound, lined, or faced, except as otherwise provided for .. .. .	1 4	
185. Morning coat, sac coat, or overcoat, double-breasted, with lapels cut on, with or without dart under lapels	2 8	
186. Ditto, with lapels cut off, extra .. .. .	4 0	
187. Edges turned in, felled or stoated, extra .. .. .	1 4	
188. Edges turned in, felled or dented, extra .. .. .	2 8	
189. Cuts, per pair .. .. .	0 4	
190. Rantering, per inch .. .. .	0 1	
191. Matching checks of tartan jackets, extra .. .. .	1 4	
192. Matching checks of pockets with tartan flaps, extra .. .	0 8	
193. Double-breasted lapels on S.B. coat .. .. .	1 4	
194. Dinner Jacket or Dress Lounge— Preamble.—To start with three pockets, the rest to be the same as the preamble for sac coats.		
195. Standard starting price, by machine—Males and females, 24s.		
196. Silk facings, extra. (See Frock and Dress Coats.)		
197. For all other extras. (See Sac Coat.)		
198. Frock and Dress Coats— Preamble.—Bluff or stitched edges; edges of lapel either cut or shrunk; two pockets in plait; one inside breast pocket; puff in each seve; back lined, or if back unlined, to include plain wing and buggy; haircloth through shoulders; wadding flesh basted in facings or prepared for machine; vent at cuff, or one row of stitching around; one pair of cuts; label and hanger.		
199. Standard starting price, by machine—Male and female, 36s.		
200. When a worker does his or her own machining, add to the above price—Males, 2s. 8d.; females, 2s. 8d.		
201. When any one of the undermentioned parts is done by hand, such part or parts to be charged as an extra.		
	Males and Females.	
	<i>s. d.</i>	
202. One pair of cuts .. .. .	0 4	
203. Under-arm seams .. .. .	0 4	
204. Waist seams .. .. .	0 8	
205. Lapel seams .. .. .	0 8	
206. Side seams .. .. .	0 8	
207. Shoulder seams .. .. .	0 8	
208. Two plait pockets .. .. .	1 4	
209. One inside breast pocket .. .. .	0 8	
210. Stitching edges .. .. .	2 8	
211. Making sleeves and sleeve linings .. .. .	2 0	
212. Seaming on outside collar .. .. .	0 4	
213. Sewing on inside collar .. .. .	0 4	
214. Joining coats .. .. .	0 8	
215. Seaming in sleeves .. .. .	0 8	
216. The following are the extras; and if any extra is done by machine, charge half hand price:—		
217. Extras—Frock and Dress Coats— If not provided for in the preamble:—		
218. Binding edges .. .. .	4 0	

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219.	Edges turned and felled or stoated .. .. .	2 8
220.	Braid laid flat on one side .. .. .	4 0
221.	Braid laid flat, doubled to waist .. .. .	5 4
222.	Braid laid flat, continued full length .. .. .	8 0
223.	Braid laid flat, if back stitched, extra .. .. .	2 8
224.	Gallon or binding, felled one side, and back stitched the other .. .. .	5 4
225.	Cord on edge .. .. .	4 0
226.	Silk facings on front of breast (with or without domette)	3 4
227.	Full silk facings (with or without domette) .. .. .	4 0
228.	Quilted sides in half inch half way down .. .. .	2 8
229.	Quilted back lining in half inch half way down .. .. .	2 8
230.	Quilted sides in quarter inch half way down .. .. .	5 4
231.	Quilted back lining in quarter inch half way down .. .. .	5 4
232.	Plain side edges, with one button .. .. .	0 8
233.	Plain side edges, with three buttons .. .. .	1 4
234.	Flaps in waist .. .. .	2 0
235.	Flannel seamed in with sleeve lining .. .. .	0 8
236.	Back and body interlined with flannel .. .. .	1 4
237.	Plaits felled down from outside, per pair .. .. .	0 8
238.	Pockets across skirt, welt or jetted, each .. .. .	1 4
239.	Pocket across skirt, plain, under-flap, per pair .. .. .	1 4
240.	Bastes—	
241.	Forward try-on to consist of basting in two sleeves and collar .. .. .	2 0
242.	Basting shoulder seams .. .. .	0 8
243.	Basting back seams, or any other single seam, each .. .. .	0 4
244.	Skeleton baste, with one sleeve and no collar .. .. .	3 4
245.	With collar, extra .. .. .	0 4
246.	Sleeve, extra .. .. .	0 4
247.	Sleeve lining basted in, each .. .. .	0 4
248.	Full baste to include wadding, padding, facings on, and seams pressed open .. .. .	6 0
249.	Ripping and smoothing baste or forward try-on .. .. .	0 8
250.	Single breasted, less .. .. .	4 0
251.	For other extras. (See Sac Coat.)	
252.	Frock Overcoat, by machine—Males and females.	
253.	Preamble.—Frock overcoats to start same price as frock or dress coats, with all extras and additions for hand work to be the same.	
254.	Morning Coat.	
255.	Preamble.—Single breasted, bluff or stitched edges, two pockets in plait, one in breast pocket, puff in seve, back lined, or if back unlined, to include plain wings and buggy, wadding flesh basted in sides or prepared for the machine, plain sleeves with one row of stitching by hand or machine, sewing on inside collar by hand, one pair of cuts allowed in waist or elsewhere, label and hanger, holes and buttons.	

256. Standard starting price, by machine—Males and females, 28s. 1919.  
 257. When a worker does his or her own machining, add to the above price—Males, 2s. 6d.; females, 2s. 6d. FEDERATED  
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 258. When any of the undermentioned parts are done by hand, such part or parts shall be charged as an extra.

	Males and Females.
	<i>s. d.</i>
259. One pair of cuts .. .. .	0 4
260. Under arm seams .. .. .	0 4
261. Waist seam .. .. .	0 8
262. Side seams .. .. .	0 8
263. Shoulder seams .. .. .	0 8
264. Two plait pockets .. .. .	1 4
265. Inside breast pocket, each .. .. .	0 8
266. Stitching edges .. .. .	2 8
267. Making sleeves and sleeve linings .. .. .	2 0
268. Seaming on outside collar .. .. .	0 4
269. Joining coats .. .. .	0 8
270. Seaming in sleeves .. .. .	0 8
271. The following are the extras, and if any extra is done by machine (unless otherwise specified), charge half hand price:—	
272. Extras—Morning Coat— (If not provided for in the preamble.)	
273. Binding edges .. .. .	4 0
274. Edges stoated to waist seam .. .. .	2 8
275. Lapped seams, single stitched, with lapels .. .. .	5 4
276. Lapped seams, single stitched, without lapels .. .. .	4 8
277. Lapped seams, single stitched by machine .. .. .	2 8
278. Seams seamed and swelled, with lapels .. .. .	7 4
279. Seams seamed and swelled, without lapels .. .. .	6 0
280. Seams seamed and swelled, if by machine .. .. .	2 8
281. Double stitched, over-laid, or stoated seams, with lapels .. .. .	12 0
282. Double stitched, over-laid, without lapels .. .. .	11 0
283. Double stitched, over-laid, if by machine .. .. .	2 8
284. Double stitched, over-laid, meltons and cloths .. .. .	14 0
285. Flaps on waist seam, per pair .. .. .	2 8
286. Flaps below waist seam, per pair .. .. .	3 4
287. Flat braid on one side only .. .. .	4 0
288. Flat braid if doubled to waist .. .. .	6 0
289. Flat braid if doubled to bottom .. .. .	8 0
290. Flat braid if back stitched, extra .. .. .	2 8
291. Skeleton baste .. .. .	2 8
292. Forward try-on. (Same as Frock Coat.)	
293. Ripping or smoothing first baste or forward try-on .. .. .	0 6
294. Double-breasted lapels and collar on single-breasted coat .. .. .	1 4
295. The above extras to apply also to frock overcoats. For other extras. (See Extras for similar garments.)	
296. Norfolk Jacket—	
297. Preamble.—Same as fixed for sac coat.	
298. Standard starting price, by machine—Males and females, 25s.	
299. For hand work, see Sac Coat.	

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	Males and Females. <i>s. d.</i>
300. Extras—Norfolk Jacket—	
301. Plaits, seamed and pressed over, single stitched, each	1 4
302. Plaits seamed and pressed over, double stitched, each ..	2 0
303. Belt, single stitched .. .. .	2 8
304. Belt, double stitched .. .. .	4 0
305. Cartridge pockets all round belt .. .. .	2 0
306. Sleeves plaited or gathered into band at wrist, with two holes and buttons .. .. .	2 8
307. If yoked back and front .. .. .	2 8
308. If yoked at back only .. .. .	1 4
309. If yoked at front only .. .. .	1 4
310. If scalloped yokes at back and front .. .. .	3 4
311. If scalloped yoke at back only .. .. .	2 0
312. If scalloped yoke at front only .. .. .	2 0
313. Basting plaits or belt in skeleton baste, each .. .. .	0 4
314. Belt across back .. .. .	1 4
315. For other extras and hand work, see Sac Coat.	
316. Special Jackets.—Smoking, cricket and boating jackets made of flannel, serge, Italian cloth, alpaca, russel cord, drill, silk, cottons, linen, ducks, crash (white or coloured), or similar material.	
317. Preamble.—Single-breasted, with five holes and buttons, two patch pockets, stitched edges, plain cuff, felled seams.	
318. Standard starting price, machine made. Males and females, 21s.	Males and Females. <i>s. d.</i>
319. Corded edges .. .. .	2 8
For any extras and hand work, see Sac Coat.	
320. Chesterfield or Single-breasted Overcoat—	
321. Preamble.—Two outside pockets with or without flaps, two inside breast pockets, ticket pocket in or outside without flap, cuts in waist or elsewhere (one pair only); all edges, pockets and buttons to be stayed; pocket tacks by hand, canvas through foreparts, also lapels and collar; haircloth through shoulders not exceeding 10 inches in length, two piles of wadding on shoulder point, wadding in wings, one puff in each scye, all linings felled, inside collar sewn on by hand, with or without back seam, one row of stitching on edge, one row of stitching round cuff, sewing on label and hanger, holes and buttons.	
322. Standard starting price, by machine—Males and females, 29s.	
323. When a worker does his or her own machining, add to the above price 2s. 6d.	
324. When any of the undermentioned parts are done by hand, such part or parts shall be charged as an extra.	
	Males and Females. <i>s. d.</i>
325. One pair of cuts .. .. .	0 4
326. Seaming on facings .. .. .	2 0
327. Seaming side seams .. .. .	1 4

	Males and Females.	1919. FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS.
	<i>s. d.</i>	
328. Shoulder seams .. .. .	0 8	
329. Seaming sleeves in .. .. .	1 0	
330. Seaming back seam .. .. .	1 0	
331. Two outside pockets .. .. .	1 4	
332. Stitching edges, one row .. .. .	3 4	
333. Making sleeves and sleeve linings .. .. .	2 4	
334. Inside breast pocket .. .. .	0 8	
335. In, or outside ticket pocket .. .. .	0 8	
336. Seaming on outside collar .. .. .	0 4	
337. The following are the extras, and unless machine is specially mentioned, such extras are by hand:—		
338. If any extra is done by machine, charge half hand price.		
339. Extras—Chesterfield—if not provided for in the preamble.—		

	Males and Females.	
	<i>s. d.</i>	
340. Fly in front or double-breasted .. .. .	2 8	
341. Seams strapped, if stitched by machine .. .. .	5 4	
342. Holes and buttons in back or side vents, each .. .. .	0 4	
343. Fly in back or side vents, each .. .. .	1 4	
344. Faced with cloth and double sewn round bottom .. .. .	2 8	
345. Seams seamed and swelled .. .. .	8 0	
346. Seams seamed and swelled, if by machine .. .. .	3 4	
347. Seams double stitched .. .. .	12 0	
348. Seams double stitched, if by machine .. .. .	3 4	
349. Single stitched lapped seams .. .. .	6 8	
350. Single stitched lapped seams by machine .. .. .	3 4	
351. Tab for collar .. .. .	1 4	
352. Single tab for skirt .. .. .	0 8	
353. Darts, under arm .. .. .	0 8	
354. Belt for waist, turned in and felled .. .. .	2 0	
355. Belt for waist, turned in and seamed by machine .. .. .	1 4	
356. Jetted pocket, mouth at back of pocket in overcoat to enable the hand to go through the garment underneath .. .. .	2 0	
357. Length of overcoat not to exceed 42 inches, for each additional 2 inches or part thereof .. .. .	0 8	
359. Silk on lapels .. .. .	1 4	
360. Silk to waist .. .. .	2 8	
361. Silk to bottom of overcoat .. .. .	4 8	
362. Vents—		
363. Back vent, not exceeding 10 inches, plain tack .. .. .	1 4	
364. Back vent, exceeding 10 inches up to 13 inches .. .. .	2 0	
365. Back vent, exceeding 13 inches .. .. .	2 8	
366. Back seam taped .. .. .	2 0	
367. Back seam felled in any manner .. .. .	1 4	
368. Vent, with morning coat tack, extra .. .. .	0 4	
369. Side vents, each .. .. .	1 0	
370. For other extras, see Sac Coat.		
371. Pailot or Chesterfield, new shape, extra to Chesterfield		

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	Males and Females. <i>s. d.</i>
372. Frock style of back, with side body, long slit and wide plain tack, with or without back seam, and if no back seam back to be stumped, extra .. .. .	4 8
373. Tacks, exceeding 3 inches in length, or extending from button to button, extra .. .. .	1 4
374. Whole back, with back skirt growing on, with extra back skirt underneath, and tack from button to button, extra .. .. .	2 0
375. Driving coats, as per Chesterfield.	
376. Raglans to start as Chesterfields, with the following extras:—	
377. Extra seam down centre of sleeve .. .. .	1 4
378. With yoke across front and back, if front of sleeve and top of forepart cut together .. .. .	2 8
379. If yoked and sleeve and top of fore part cut separately, extra on yoke .. .. .	1 4
380. Dust coats, by machine, made of Italian cloth, alpaca, russel cord, linen cord, or washing silk, or similar material.	
381. Preamble.—Without fly, three pockets.	
382. Standard starting price, by machine—Males and females, 21s.	
	Males and Females. <i>s. d.</i>
383. Extras—Dust Coat—by machine—	
384. Hood, plain, with drawing string seamed in with collar	2 0
385. Hood, plain, with drawing string to hook on to collar	2 8
386. Hood, plain, with band to button on .. .. .	4 0
387. Hood, plain, with tape seams or linings .. .. .	1 4
388. Cape, plain, seamed in with collar .. .. .	1 4
389. Cape, plain, lined, and edges to match coat .. .. .	2 8
390. Cape, with bands, holes and buttons .. .. .	5 4
391. Cape, with facings in front .. .. .	6 8
392. Holes and buttons in cape, each .. .. .	0 4
393. Sham cape, with bluff or rough edges, each extra sewing on edge of sham cape .. .. .	1 0
394. Each extra sewing on if cape is over 14 inches deep ..	1 8
395. Additional extras. (See other garments.)	
396. Inverness Cape—	
397. Preamble.—Two pockets, without flaps, four holes in front and three in cape, stitched edges and collar.	
398. Standard starting price, by machine—Males and females, 26s.	
399. When a worker does his or her own machining, add to the above price—Males, 1s. 4d.; females, 1s. 4d.	
	Males and Females. <i>s. d.</i>
400. Extras on Inverness Cape—	
401. Each extra hole and button .. .. .	0 4
402. Bound edges .. .. .	4 0
403. If bound or stitched once round bottom .. .. .	2 0

	Males and Females.	1919. FEDERATED CLOTHING TRADES <i>and</i> J. A. ARCHER AND OTHERS.
	<i>s. d.</i>	
404. If bound or stitched once round bottom of cape ..	1 0	
405. Cape lined .. .. .	1 4	
406. Body lined .. .. .	2 8	
407. If double stitched down front edges .. .. .	3 4	
408. Plain sleeves .. .. .	5 4	
409. Lapped seams .. .. .	2 8	
410. Lapped seams if with sleeves .. .. .	5 4	
411. Lapped seams, if by machine .. .. .	2 0	
412. Lined forepart only or felling seams .. .. .	1 4	
413. Taping seams and seyes .. .. .	4 0	
414. All other extras not mentioned in statement to be the same as overcoat.		
415. If seams by hand, see Chesterfields.		
416. Boys' Eton Jackets—		
417. Preamble.—Single-breasted, five holes and buttons, one pocket, stitched edges, cuts in gorge; plain, round, or stitched cuff; padding in shoulder, lined throughout; if back unlined, wings and buggies allowed.		
418. Standard starting price, by machine—Males and females, 18s. .		
419. When a worker does his or her own machining, add to the above price 1s.		

	Males and Females.
	<i>s. d.</i>
420. Extras on Boys' Eton Jackets—	
421. Double-breasted .. .. .	2 8
422. Edges corded .. .. .	2 0
423. Edges double stitched .. .. .	2 0
424. Flat braided edges .. .. .	2 8
425. If either of the three preceding edges continued around bottom .. .. .	1 4
426. See Sac Coat for other extras.	
427. Belt, plaited .. .. .	5 0
428. Belt, plaited, with cloth ends .. .. .	6 0
429. If boys' Eton jacket is wholly by hand .. .. .	24 0
430. Cassocks—	
431. Standard starting prices, by hand and by machine—	
432. Men's plain cassock of silk or thin cloth, four holes and buttons on each breast, by hand .. .. .	30 0
Ditto, by machine .. .. .	24 0
433. Cassocks made from other material, less than above price	2 8
434. Long cassock of silk or thin cloth, by hand .. .. .	32 0
Ditto, by machine .. .. .	26 0
435. Long cassock made from other material, less than above price .. .. .	3 0
436. Extras on Cassocks—	
437. Ten holes and buttons on long cassock .. .. .	2 8
438. Belt, plaited .. .. .	6 0
439. Belt, plaited, with cloth ends .. .. .	6 8

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	By		By	
	Hand.	s. d.	Machine.	s. d.
440. Gowns—Males and females—				
441. Clergyman's gown, bishop's sleeves, silk ..	55	0	50	0
442. Clergyman's gown, bishop's sleeves, lustre or alpaca .. .. .	50	0	45	0
443. Clergyman's gown, silk .. .. .	52	6	47	6
444. Clergyman's gown, Geneva lustre or alpaca ..	47	6	42	6
445. Barrister's gown, silk .. .. .	52	6	47	6
446. Barrister's gown, alpaca or similar material ..	47	6	42	6
447. Student's or precentor's gown, silk .. .. .	40	0	35	0
448. Student's or precentor's gown, other material ..	37	6	32	6
449. Liveries.—Coachman's Frock.—Preamble.—Single-breasted, six holes and buttons, flaps across waist with pockets under, inside breast pocket or ticket pocket, raw or bluff edges, cuffs with two holes and buttons in slit, side edges in pleats, wadding flesh basted in, and lined throughout.				
450. Standard starting price, by machine—Males and females, 32s.				
451. Groom's Frock.—Preamble.—Single-breasted, with six holes and buttons, pockets in pleats, side edges, inside breast pocket or ticket pockets, raw or bluff edges, cuffs with two holes and buttons in slit, wadding flesh basted in, lined throughout.				
452. Standard starting price, by machine—Males and females, 32s.				
453. Footman's Coatee.—Preamble.—Double-breasted, with sewn-on lapels, five holes and buttons on each side, pleat pockets, side edges and sword flap with buttons, inside breast pocket, raw or bluff edges, cuts in gorge or front, cuff with slit and two holes and buttons, wadding flesh basted in, and lined throughout.				
454. Standard starting price, by machine—Males and females, 34s.				
455. Footman's Dress Coatee.—Preamble.—Single-breasted with stand collar, six corded notched holes and buttons in front, pointed flaps with pockets under, side edges in pleats, inside breast pocket, raw or bluff edges, cuffs with slit and two holes and buttons, wadding flesh basted in, lined throughout.				
456. Standard starting price, by machine—Males and females, 34s.				
457. Coachman's Frock Great Coat.—Preamble.—Double-breasted, with sewn-on lapels, six holes and buttons on each side, flaps across waist with pockets under, inside breast pocket or ticket pocket, side edges, single stitched, raw or bluff edges, plain or round cuffs, lined throughout.				
458. Standard starting price, by machine—Males and females, 34s.				
459. Footman's and Groom's Frock Overcoat.—Preamble.—Double-breasted, with sewn-on lapels, six holes and buttons on each side, pleat pockets, side edges, inside breast pocket or ticket pocket, single stitched, raw or bluff edges, plain or round cuffs, lined throughout.				
460. Standard starting price, by machine—Males and females, 36s.				
				s. d.
461. Extras on Servant's Great Coat—				
Edges, double stitched raw, extra .. .. .			4	0
Seams lapped and single stitched, extra .. .. .			4	0

		<i>s.</i>	<i>d.</i>	
	Seams lapped and double stitched, extra .. .. .	..	8	0
	Single Cape, sewn in with collar .. .. .	..	1	0
	Single Cape, with band and holes and buttons .. .. .	..	2	0
	Single Cape, lined, extra .. .. .	..	1	6
	Each additional real or sham cape .. .. .	..	2	0
1919. FEDERATED CLOTHING TRADES <i>and</i> J. A. ARCHER AND OTHERS.				
462.	Extras on Livery Coats—			
	Edges Stoated and Stitched .. .. .	..	2	0
	Edges piped with cloth, without flaps .. .. .	..	3	0
	Edges piped with cloth, with flaps .. .. .	..	4	0
	Gold, silver or worsted lace on plain collar .. .. .	..	1	6
	Gold, silver or worsted lace on collar with snips .. .. .	..	2	0
	Gold, silver or worsted lace on plain cuffs .. .. .	..	1	0
	Gold, silver or worsted lace on slash cuffs .. .. .	..	3	6
	Gold, silver or worsted lace on flaps .. .. .	..	1	6
	Gold, silver all round, pointed or plain flaps .. .. .	..	2	0
	Lace holes on collar, each .. .. .	..	1	0
	Diamond hips .. .. .	..	2	0
	Slash Cuffs .. .. .	..	3	6
	Imitation slash cuffs .. .. .	..	1	6
	Corded notched holes, each .. .. .	..	0	3
	Notched holes worked with twist, each .. .. .	..	0	6
	Epaulettes, each .. .. .	..	0	6
	Shoulder knots, each .. .. .	..	1	0
	Pointed flaps, with buttons under, extra .. .. .	..	0	6
463.	For any part done by hand, or extras to liveries, see Frock Dress Coats and Chesterfield.			
464.	Postilion Jacket.—Preamble.—Single-breasted, with one row of holes and buttons or hooks and eyes and buttons, raw or bluff edges, slit with two holes and buttons at cuff, one inside breast pocket, lined and wadded.			
465.	Standard starting price, by machine—Males and females, 22s. 6d.			
		<i>s.</i>	<i>d.</i>	
466.	Extras on Postilion Jacket—			
	Extra buttons, per row .. .. .	..	1	0
	Edges piped, extra .. .. .	..	2	0
	Back arm and side seams piped, extra .. .. .	..	2	0
	Belt, plain, extra .. .. .	..	2	0
	Belt, piped, extra .. .. .	..	3	0
	Pointed cuffs, piped, extra .. .. .	..	1	0
	False welts or flaps, extra .. .. .	..	1	0
	False welts, with buttons .. .. .	..	1	6
467.	Page's Jacket—			
	Same description as postilion's .. .. .	..	22	6
	Extras same as postilion's.			
468.	Military Uniforms.—Military Officer's Khaki Cloth Jacket.—Commonwealth pattern.			
469.	Preamble.—Two outside bellow pockets with flaps, hole and button, two out breast pockets with flaps and plaits, hole and button, ticket pocket in belt, shoulder straps, pointed cuffs, with or without waist seam, belt with hooks and eyes, belt hooks, vent at back, one pair of cuts, hanger and label.			

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470. Standard starting price, by machine—Males and females, 37s. 6d.  
 471. For hand work, see Sac Coat.  
 472. Military officer's khaki drill jacket to be 2s. 6d. less than khaki cloth.  
 473. Eyelet holes, 1s. per dozen.  
 474. British Warm.—Commonwealth pattern.  
 475. Preamble.—Double-breasted, two outside pockets with flaps, one outside breast pocket, one inside breast pocket, shoulder straps, buttonhole cuff (two holes), vent at back, cuts under arm, collar tab, hanger and label.  
 476. Standard starting price, by machine—Males and females, 35s.  
 477. For hand work, see Chesterfields.  
 478. Aviators' Coats.—Commonwealth pattern.  
 479. Preamble.—Double-breasted, two outside pockets with flaps, one inside breast pocket, fly front, lapels seamed on, shoulder straps, vent at back, strap cuffs, hole and button, stand and fall collar, with hooks and eyes, hooks at waist, cuts under arm, hanger and label.  
 480. Standard starting price, by machine—Males and females, 35s.  
 481. Military Officers' Great Coats—Commonwealth pattern.  
 482. Preamble.—Double-breasted, two outside patch pockets, one pocket inside, belt at back with three holes and buttons, gauntlet cuffs, sword vents with holes, stand and fall collar with hooks and eyes, plaited back and vent, forepart and back half lined, all seams raw or otherwise, shoulder straps detachable, collar tab, label and hanger.  
 483. Standard starting price, by machine—Males and females, 45s.  
 484. For hand work, see Chesterfield.
- |   | <i>s.</i> | <i>d.</i>             |
|---|-----------|-----------------------|
| 485. Extras—  |           |                       |
| Try-on .. .. .  | 2         | 8                     |
| Snob's thumbs, each .. .. .   | 0         | 6                     |
| Saddle cloth .. .. .  | 1         | 3                     |
| Dummy fly .. .. .   | 0         | 6                     |
| Gorget patches, sewn on .. .. .   | 2         | 8                     |
| Gorget patches, detachable .. .. .  | 4         | 0                     |
| Naval shoulder straps, per pair .. .. .   | 5         | 4                     |
| 486. Oversizes on all Coats.—All coats to be measured from hole to button, and measured on either chest or waist. |           |                       |
| 487. For the purpose of measurement, 2½-inch button stand allowed on chesterfield.                                |           |                       |
|   |           | Males and<br>Females. |
|   |           | <i>s. d.</i>          |
| 488. Coats measuring over 44 inches, extra .. .. .  | 2         | 0                     |
| And every additional 4 inches, extra .. .. .  | 2         | 0                     |
| 489. Undersizes on Youths' Coats—   |           |                       |
| Coats measuring 32 inches and under, less than men's  | 2         | 8                     |
| 490. Alterations and Repairs.—Coats—  |           |                       |
| 491. Collar off .. .. .   | 2         | 8                     |
| 492. Collar part off .. .. .  | 1         | 8                     |
| 493. Collar off and shortened .. .. .   | 3         | 4                     |
| 494. Re-covering collar .. .. .   | 3         | 4                     |
| 495. New collar .. .. .   | 6         | 0                     |

	Males and Females.	1919. FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS.
	<i>s. d.</i>	
496. Shoulders out .. .. .	2 0	
497. Shoulders part out .. .. .	1 4	
498. Side seams out in body coat .. .. .	3 4	
499. Side seams if part out in body coat .. .. .	2 8	
500. Plaits out, including pockets .. .. .	5 0	
501. Plaits out, no pockets .. .. .	4 0	
502. Across skirts .. .. .	3 4	
503. Shortened or lengthened body coat .. .. .	2 0	
504. Lengthened sac coat .. .. .	2 8	
505. Lengthened sac coat and facings .. .. .	3 4	
506. Shortened coats .. .. .	1 8	
507. New skirts .. .. .	8 0	
508. Lapels off .. .. .	6 8	
509. Lapels part off .. .. .	4 0	
510. New lapels .. .. .	12 0	
511. Hollowing back seam .. .. .	1 4	
512. Altering back seam through tack .. .. .	2 0	
513. Stumping back of body coat .. .. .	3 4	
514. Back right out through plaits of body coat .. .. .	9 4	
515. Sleeves.—		
516. Right out (hand) .. .. .	3 4	
517. Right out (machine) .. .. .	2 8	
518. Part out .. .. .	1 8	
519. Let or take in at top, when out .. .. .	0 8	
520. Let out or take in at cuff .. .. .	1 4	
521. Shortened or lengthened, plain .. .. .	1 4	
522. Lengthened, with hand facing .. .. .	2 0	
523. Shortened or lengthened, with button cuffs .. .. .	2 8	
524. Re-lining body of coat .. .. .	4 0	
525. Altering side seams of sac right through .. .. .	2 8	
526. Part out .. .. .	2 0	
527. Of sac, if taped .. .. .	4 0	
528. Of sac, if taped part out .. .. .	2 8	
529. Of Chesterfield, right through .. .. .	3 4	
530. Altering back seam of sac coat .. .. .	1 4	
531. Hollowing back seam of sac coat only .. .. .	1 0	
533. Altering back seam of Chesterfield .. .. .	2 0	
534. Hollowing back seam of Chesterfield .. .. .	1 4	
535. Front edges off, without holes .. .. .	4 8	
536. Front edges off, with holes .. .. .	6 8	
537. Front edges off, with fly .. .. .	8 0	
538. Back right out of sac coat .. .. .	8 0	
539. Back right out of Chesterfield .. .. .	10 0	
540. Ripping and Cleaning the whole of Coats, for Re-making—		
541. Body coats or Chesterfields .. .. .	5 4	
542. Sac coats .. .. .	4 0	
543. Re-bind front and back skirts, including bottom of morning coats and sacs .. .. .	6 8	
544. Re-binding collar .. .. .	1 8	
545. Re-binding cuffs .. .. .	2 0	

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		Males and Females.	
		<i>s.</i>	<i>d.</i>
546.	Re-binding pockets in all coats with flaps, each ..	2	0
547.	Re-binding welts .. .. .	1	4
548.	Re-lining skirts .. .. .	4	0
549.	Re-lining sleeves .. .. .	4	0
550.	Order Pressing Log—Male and female—		
551.	Froek or dress coats .. .. .	3	0
552.	Chesterfields, overcoats, covert coats .. .. .	2	6
553.	Chesterfields, unlined .. .. .	2	0
554.	Morning and Paget coats .. .. .	2	4
555.	Sac coats .. .. .	1	9
556.	Silk dust coats (Chesterfields) .. .. .	1	4
557.	Silk dust coats (sac coats) .. .. .	1	0
558.	Alpaca sac coats, drills, and similar materials .. .. .	1	0
559.	Sac coats (unlined) .. .. .	1	4
560.	Eton jackets .. .. .	1	6
561.	Dressing gowns (unlined) .. .. .	1	9
562.	Dressing gowns (if lined and quilted) .. .. .	2	6
563.	Cassocks .. .. .	2	6
564.	Capes .. .. .	0	6
565.	Military overcoats (officers') .. .. .	3	0
566.	Military khaki jackets .. .. .	2	0
567.	Liveries, all classes .. .. .	2	6
568.	Vests—Clerical, dress, white marcella, white pique, white drill, or similar materials .. .. .	0	9
569.	Vest, plain, or with collar .. .. .	0	6
570.	Stable vest, with sleeves .. .. .	0	9
571.	Plain trousers .. .. .	1	0
572.	Shrinking plain trousers .. .. .	0	6
573.	Full fall trousers .. .. .	1	3
574.	Shrinking full fall trousers .. .. .	0	6
575.	Military riding pants .. .. .	1	0
576.	Shrinking military riding pants .. .. .	0	8
577.	All other riding pants .. .. .	1	0
578.	Shrinking, ditto .. .. .	0	8
579.	Riding pants, with leggings, including shrinking .. .. .	2	0
580.	Riding breeches .. .. .	1	3
581.	Shrinking breeches .. .. .	1	0
582.	Bicycle knickers, with broad band at knee .. .. .	1	0
583.	All other knickers .. .. .	0	9
583a.	Trousers made from drill, duck, canvas, and similar material	0	9
584.	Shrinking all trousers not specified .. .. .	0	6
585.	Trousers prepared by presser for fitting on .. .. .	0	6
586.	Strapped trousers, not specified to be extra .. .. .	0	6
587.	Cuff bottoms on trousers .. .. .	0	2
588.	Miscellaneous—		
589.	Shrinking tweed (single), per yard .. .. .	0	1
590.	Shrinking tweed (double), per yard .. .. .	0	2
591.	Shrinking backs of coats .. .. .	0	2
592.	Pressing seams open of trousers, per pair .. .. .	0	3

593. Special Notice.—Garments in the log may change with the fashion, and extra work will thereby be created. In such cases, if any item in the log for another garment is applicable, such will operate. All extras not specified in the log shall be paid for on the actual time taken, based on the weekly wage fixed in the log.

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594. In the matter of military garments not in the log, civilian or other military garments shall be taken as a guide in fixing the price to be paid. Extras, if specified in other garments, also to operate. All extras not specified to be paid for on the actual time worked, based on the weekly wage fixed in the log.

595. All coat extras are by hand unless machine is specified. If extras are done by machine, half hand price to be paid.

596. If any part of a garment is done by hand, see table setting out hand price.

597. When a worker does his or her own machining, extra to be paid. (See Sac Coat, Frock Coat and Chesterfield). All other garments of a similar description, machining to be paid for in accordance with the price fixed for the aforementioned coats.

598. When pockets are put in partly by hand and partly by machine (exclusive of welts and flaps), two thirds of the wholly by hand price to be added.

599. Deductions for Pressing Off Coats.—If coats are pressed off for maker, the following may be deducted:—

	<i>s. d.</i>
600. Sac coat .. .. .	1 3
601. Norfolk jacket .. .. .	1 3
602. Boy's Eton coat .. .. .	0 9
603. Chesterfield .. .. .	1 6
604. Dust coats .. .. .	0 9

605. Vests.—Preamble.—Single-breasted vest, four pockets, without collar, all linings felled, tacks by hand, buttonholes and buttons (hand).

606. Standard starting price, by machine—Females, 7s.

607. If garment is pressed off for female, deduct 6d.

608. When worker does her own machining, extra 9d.

609. When any of the undermentioned parts are done by hand, charge extra to above price, as follows:—

	Females. <i>s. d.</i>
610. Seaming on facings .. .. .	0 9
611. Stitching edges .. .. .	1 0
612. Putting in pockets, each .. .. .	0 6
613. Making back straps .. .. .	0 6
614. Making and sewing in back .. .. .	1 0
615. Dress vest, to start with two pockets, extra to plain vest ..	1 0
616. Extras on Vests—	
617. Collar on single-breasted vest (hand) .. .. .	1 0
618. Collar on single-breasted vest (machine) .. .. .	0 9
619. Collar on D.B. vest (hand) .. .. .	1 3
620. Collar on D.B. vest (machine) .. .. .	1 0
621. Darts or cuts, per pair .. .. .	0 3
622. D.B. lapels, cut on .. .. .	1 0

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623.	D.B., with lapels sewn on (hand) .. ..	..	1 6
624.	D.B., with lapels sewn on (machine) .. ..	..	1 3
625.	D.B., to button to top .. ..	..	2 0
626.	Cassock vest, with lapel seams sewn on (hand) .. ..	..	2 0
627.	Ditto (machine) .. ..	..	1 6
628.	Binding edges (hand) .. ..	..	2 0
629.	Binding edges, one side machine, the other, hand .. ..	..	1 0
630.	Each extra pocket .. ..	..	0 9
631.	Each hole and button .. ..	..	0 3
632.	Fly in front (hand) .. ..	..	1 6
633.	Fly in front (machine) .. ..	..	1 0
634.	Plain flaps, each .. ..	..	0 6
635.	Pointed flaps, each .. ..	..	0 7
636.	Corded edges .. ..	..	2 0
637.	Plain tracing on edges .. ..	..	2 0
638.	Wave or zig-zag tracing on edges .. ..	..	2 0
639.	Each extra row of tracing or cord, after the first .. ..	..	2 0
640.	Each row of tracing in gold or silver .. ..	..	2 0
641.	Bound with braid, or ribbon back stitched on .. ..	..	2 0
642.	Eyelet holes, each .. ..	..	0 1
643.	Open facings .. ..	..	0 9
644.	Prick edges, each row .. ..	..	2 0
645.	Bound or piped with cloth or velvet .. ..	..	2 0
646.	Bound or piped with cloth or velvet (machine) .. ..	..	1 0
647.	Flat braid on edge .. ..	..	2 0
648.	Each extra row of stitching round edges .. ..	..	1 0
649.	Gold or silver lace, laid on flat .. ..	..	3 6
650.	Lapels, seams stitched each side to turn .. ..	..	0 6
651.	Lapels, seams stitched each side to top .. ..	..	1 0
652.	Side bodies (plain) seamed on .. ..	..	0 6
653.	Side bodies, back stitched each side of seam .. ..	..	1 0
654.	Piecing sides and shoulders .. ..	..	0 6
655.	Puffs in back .. ..	..	0 7
656.	Puffs stitched on each side of seam, or rantered .. ..	..	1 0
657.	Vents at side .. ..	..	0 7
658.	Border seamed on to forepart .. ..	..	2 0
659.	Border seams on to foreparts (machine) .. ..	..	1 0
660.	Interlining or wadding in back or front .. ..	..	0 9
661.	Interlining or wadding stitched to linings .. ..	..	0 9
662.	Flannel felled in backs, overlinings .. ..	..	0 9
663.	Flannel felled in forepart, overlinings .. ..	..	0 9
664.	Flannel felled in back and forepart, after finished .. ..	..	1 0
665.	Sleeves, single or bagged (plain) .. ..	..	2 0
666.	Sleeves, single or bagged, with slit .. ..	..	2 6
667.	Sleeves, single, with felled or stitched seams .. ..	..	3 6
668.	False roll, to button inside .. ..	..	2 6
669.	False roll, if sewn on after finish .. ..	..	1 6
670.	Seal or other skins, single-breasted .. ..	..	3 0
671.	Seal or other skins, double-breasted .. ..	..	4 0
672.	Bastes (Vests)—		
673.	Skeleton baste .. ..	..	0 7
674.	Forward baste .. ..	..	0 7

	Females.		1919.
	s.	d.	FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS.
675. Basting on tabs and buttons .. .. .	0	3	
676. Skeleton baste, with facings and linings basted in ..	1	0	
677. Oversize Vests.—All vests to be measured from edge to edge.			
678. Vests measuring over 43 inches at waist .. .. .	0	7	
678a. For each additional four inches or part thereof ..	0	7	
679. Undersizes—			
680. Youths' vests, measuring under 29 inches from edge to edge, less .. .. .	1	0	
681. Plain Clerical Vests.—Preamble.—With large and small breast, eight holes and buttons outside, and two buttons inside, one row of stitching or bound.			
682. Standard starting price, by machine.—Females, 8s. 3d.			
683. Double-breasted clerical vests, extra to single-breasted: Males, 2s.; females, 1s. 6d.			
684. For extras and hand work, see plain vests.			

	Females.	
	s.	d.
685. Alterations to Vests—		
686. Let out or take in at seam .. .. .	1	0
687. Top of back and shoulder seam out .. .. .	0	9
688. New roll collar on vest made to button lower .. .. .	3	0
689. Vest shortened from top to bottom .. .. .	1	0
690. Vest made one hole and button higher .. .. .	1	0
691. No collar vest made one hole and button lower ..	1	0
692. Roll or stand collar vest made into no collar vest ..	2	0
693. Re-binding fronts and collars .. .. .	2	6
694. Re-binding pockets, each .. .. .	0	9
695. New back, and back lining .. .. .	1	6
696. New forepart linings, if back or shoulder not altered ..	1	0
697. Ripping and re-cleaning vest for re-making .. .. .	1	4
698. Trousers.—Preamble.—Two pockets, with or without waistbands, or stitching round waist if no band, with or without 3-in. crutch lining, 4½-in. heel stays, tops bound or otherwise, bottoms shrunk, back straps.		
699. Standard starting price, by machine.—Females, 8s. 3d.		
700. If garment is pressed off and shrunk for female, deduct 1s.		
701. When a worker does her own machining, extra 1s.		
702. If any of the undermentioned parts are done by hand, charge extra as follows:—		

	Females.	
	s.	d.
703. Seaming leg seams to knee .. .. .	0	6
704. Seaming whole of leg seam .. .. .	1	0
705. Seaming side seams .. .. .	1	6
706. Seaming seat seam .. .. .	0	7
707. Binding tops (hand) .. .. .	0	7
708. Seaming bands on, or stitching tops .. .. .	0	7
709. Making fly .. .. .	0	4
710. Stitching fly in .. .. .	0	4
711. Button catch .. .. .	0	6
712. Pockets .. .. .	0	7

1919.		Females.	
FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS.		s. d.	
713.	Back straps and buckle .. .. .	0	7
714.	Side straps and buckle .. .. .	1	4
715.	Extras on Trousers—		
716.	Hip pocket .. .. .	1	0
717.	Each extra hole and button .. .. .	0	3
718.	Flap on hip pocket .. .. .	0	6
719.	Cash, watch or rule pocket (plain) .. .. .	0	7
720.	Fly in pocket mouth .. .. .	0	7
721.	French bearer, with two holes and buttons .. .. .	1	0
722.	Hole and button bearer, with tab and button at waist .. .. .	0	9
723.	Hole and button in bearer, and button waist, without tab .. .. .	0	7
724.	Loops for belt, each .. .. .	0	3
725.	Puff behind, with eyelet hole .. .. .	1	0
726.	Serging leg and seat seams .. .. .	0	9
726A.	Side straps and buckle (machine) .. .. .	1	0
727.	Serging all seams .. .. .	1	0
728.	Cuts in ham, if taped .. .. .	1	0
729.	All cuts in waist .. .. .	0	3
730.	All cuts in waist, if taped .. .. .	0	7
731.	Crutch pieces, over 4 inches, when finished, per pair .. .. .	0	7
732.	Narrow falls .. .. .	1	6
733.	Full falls, not more than seven holes .. .. .	1	6
734.	Full falls, more than seven holes .. .. .	2	0
735.	Split falls .. .. .	2	6
<i>Side Seams.</i>			
736.	Side seams, lapped or swelled (hand) .. .. .	1	6
737.	Side seams, lapped or swelled (machine) .. .. .	0	9
738.	Braided .. .. .	2	0
739.	Gold or silver lace stitched on .. .. .	4	0
740.	Cloth stripes stitched on .. .. .	4	0
741.	Cloth stripes, stitched by hand, and felled .. .. .	6	0
742.	Cloth stripes, stitched by machine and felled by hand .. .. .	3	0
743.	Cloth stripes sewn on top side, and seamed in with side seam .. .. .	3	0
744.	Single scarlet stripes sewn on .. .. .	3	0
745.	Single scarlet stripes, if sewn in seam .. .. .	1	6
746.	Tracing braid or cord down side, per row .. .. .	1	6
747.	Bottoms—		
748.	Permanent turn-up, fastened in seams only .. .. .	0	7
749.	Permanent turn-up, if with extra felling .. .. .	0	9
750.	Faced with cloth or canvas, 4 inches up .. .. .	1	0
751.	Ditto, 8 inches up .. .. .	1	6
752.	Leather, tape or linen at heels, over 4½ inches .. .. .	0	6
754.	If across top side .. .. .	0	9
755.	Single strap buttons .. .. .	0	7
756.	Double strap buttons .. .. .	1	0
757.	Cloth straps, with one hole at each end .. .. .	1	0
758.	Cloth straps, with two holes at each end .. .. .	1	6
759.	Cloth tabs, to button or buckle under foot .. .. .	2	0
760.	Leather straps, to buckle under foot .. .. .	1	0
761.	Turn-up at bottom, seamed or felled on .. .. .	1	0
762.	Turn-up seamed on, jetted and stitched .. .. .	1	6

		Females.		1919.
		s.	d.	FEDERATED CLOTHING TRADES <i>and</i> J. A. ARCHER AND OTHERS.
763.	Stitching or back stitching round bottom, per row ..	1	0	
765.	Vents at bottom, each .. .. .	0	6	
766.	Cuffing bottoms with cloth .. .. .	2	0	
767.	Linings—			
768.	To trousers, with or without waist lining ..	1	6	
769.	After trousers have been finished .. .. .	2	6	
770.	If cut by operative, extra to the above .. .. .	0	6	
771.	To button in, extra .. .. .	2	0	
772.	Seat lining of cotton, over 3 inches in diameter ..	0	6	
773.	Seat lining of leather, over 3 inches in diameter ..	1	0	
774.	Stitching leg seam, and closing seam on tape, 3 inches each way on each side of seam .. .. .	1	0	
775.	Basting Trousers—			
776.	Basting trousers, full .. .. .	3	0	
777.	Basting leg seams, seat and bottoms .. .. .	1	6	
778.	Basting seat and bottoms .. .. .	0	9	
779.	Basting seat only .. .. .	0	4	
780.	Basting bottoms only .. .. .	0	7	
781.	Breeches.—Preamble.—Two pockets, with or without waistbands, if without bands, stitching around waist, crutch lining not to exceed 3 inches, tops bound or turned in, back straps, slit at knee with four holes and buttons.			
782.	Standard starting price, by machine—Females, 10s. 6d.			
783.	For items done by hand, see Trousers.			
784.	Garment to be pressed off and shrunk for female, without deduction.			
		Females.		
		s.	d.	
785.	Extras on Breeches—			
786.	Continuations, by hand .. .. .	5	0	
787.	Continuations, by machine .. .. .	4	0	
788.	Sewing or felling down leg seam .. .. .	1	0	
789.	Shrunk or cut under knee .. .. .	1	0	
790.	Garter, with buckle, per pair .. .. .	1	0	
791.	Gold or silver lace on garter .. .. .	1	0	
792.	Knees lined .. .. .	0	7	
793.	Leather strings, with eyelet holes, at knees .. .. .	1	0	
794.	Pricked seams .. .. .	1	0	
795.	Frog mouth, with one hole and button .. .. .	0	9	
796.	Cuts under knee in breeches, if taped right across, per pair	1	0	
797.	Cuts under knee in breeches, if taped half across, per pair	0	9	
798.	Strapping—			
799.	Knees strapped, felled or stitched, or double stitched, per pair .. .. .	4	0	
800.	Each row of diagonal stitching, per row .. .. .	0	4	
801.	Seats strapped, not over 6 inches from centre, by hand ..	3	0	
802.	Ditto, by machine .. .. .	1	6	
803.	Seat strapped to knee, half way up seat seam, by hand ..	5	0	
804.	Ditto, by machine, less .. .. .	1	6	
805.	Strapping from fork to calf, new trousers .. .. .	5	0	
806.	Ditto, by machine, less .. .. .	1	6	
807.	Strapping from fork to calf, old trousers .. .. .	6	0	

1919.		Females.	
FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS.		s. d.	
808.	Ditto, by machine, less .. .. .	2	0
808A.	Strapping from fork to bottom, new trousers .. .. .	6	0
809.	Ditto, by machine, less .. .. .	2	0
810.	Strapping from fork to bottom, old trousers .. .. .	7	0
811.	Ditto, by machine, less .. .. .	2	0
812.	Hand work and other extras, as per Trousers.		
813.	Cycling or Athletic Breeches and Knickers, or Similar Garments.— Preamble.—With two pockets, tops turned in or bound, buckle and strap, or loops for belt, and brace buttons on top, four holes and buttons on each knee, or garter, with hole and button or buckle, and lined.		
814.	Standard starting price, by machine—Females, 9s.		
815.	Garment to be pressed off and shrunk for female.		
816.	Hand work and extras, as per Breeches and Trousers.		
817.	Shooting or Riding Leggings.—Preamble.—With eight holes and buttons, swelled edges.		
		Females.	
		s. d.	
818.	By hand .. .. .	9	3
819.	By machine .. .. .	7	9
820.	Tongues .. .. .	1	0
821.	Double-stitched seams .. .. .	1	0
822.	Double-stitched edges .. .. .	1	0
823.	Strap and buckle at top, per pair .. .. .	0	7
824.	Leather for stirrup in front .. .. .	1	0
825.	Leather cuffs .. .. .	3	0
826.	Flys .. .. .	2	0
827.	Short Gaiters or Spats—		
828.	Preamble.—With five holes and buttons, swelled edges—		
829.	By hand .. .. .	7	6
830.	By machine .. .. .	6	6
831.	Double-stitched seams and edges .. .. .	1	0
832.	Basting Breeches—		
833.	Full baste .. .. .	4	0
834.	Basting seat and leg seam .. .. .	1	6
835.	Basting Leggings—		
836.	Basting one legging with fly and buttons, edges not turned in .. .. .	0	7
837.	Oversize Trousers—		
838.	Trousers, measuring over 42 inches at waist .. .. .	0	7
839.	For each additional 2 inches or part thereof .. .. .	0	7
840.	Undersize trousers—Youths' trousers, measuring under 28 inches at waist, less .. .. .	1	0
841.	Alterations to Trousers—		
842.	Side seams out from pocket through bottom .. .. .	2	0
843.	Side seams out from top and bottom, with pockets .. .. .	5	0
844.	Leg seam out from fork through bottom .. .. .	1	6
845.	Seat seam, crutch, and part of leg seam out .. .. .	2	0
846.	Seat seam only .. .. .	0	9
847.	Seat seam with crutch lining off and put on again .. .. .	1	0
848.	Trousers shortened or lengthened .. .. .	1	0

		Females.		1919.
		<i>s. d.</i>		FEDERATED CLOTHING TRADES <i>and</i> J. A. ARCHER AND OTHERS.
849.	Lengthened and faced .. .. .	1	6	
850.	More dress taken out of leg seam and faced .. .. .	2	0	
851.	Trousers made into knickerbockers, with garter and buckle	4	0	
852.	Trousers made into knickerbockers, with leg and side seams let out .. .. .	5	0	
853.	Ripping and cleaning trousers for re-making .. .. .	2	0	
854.	Seat in trousers .. .. .	2	0	
855.	Large seat lining to cover seatings .. .. .	1	0	
856.	Lowering the waist .. .. .	3	0	
857.	Raising the waist .. .. .	3	6	
858.	Ready-made Clothing—Piece-work prices for cutting—			
859.	Cutting with shears—			
		Men's.		
		Per dozen.		
		<i>s. d.</i>		
860.	Description.—Chesters—			
861.	S.B., lined .. .. .	4	6	
862.	S.B., unlined .. .. .	5	1	
863.	D.B., lined .. .. .	5	1	
864.	D.B., unlined .. .. .	5	3	
865.	Extras for capes on Chesters .. .. .	0	6	
866.	Extras for yokes and plaits on Chesters .. .. .	0	6	
867.	Where Chesters are 36 inches and under in length, deduct	0	6	
868.	S.B. sac suits (if separation in vests or coats or both for cutting pockets) .. .. .	6	6	
869.	S.B. sac suits (without separation) .. .. .	6	3	
870.	Motor coats, S.B., washing material .. .. .	4	6	
871.	Motor coats, D.B. .. .. .	5	1	
872.	Motor cycle coats, washing material .. .. .	3	8	
873.	S.B. sac coats, lined .. .. .	3	3	
874.	Coats, sac, S.B.—			
875.	Unlined, drill or duck (flax or linen) .. .. .	3	8	
876.	Unlined, cotton washing material .. .. .	3	1	
877.	Alpaca or Sicilian .. .. .	3	3	
878.	Silk .. .. .	3	6	
879.	Frock .. .. .	4	11	
880.	Beauforts or pagets .. .. .	4	11	
881.	Sac, D.B. .. .. .	4	0	
882.	Norfolk or sport .. .. .	4	11	
883.	Jumpers, denim or dungaree .. .. .	2	9	
884.	Football jackets .. .. .	2	9	
	Vests—			
885.	S.B., plain .. .. .	1	4	
886.	S.B., with collar .. .. .	1	5	
887.	D.B. .. .. .	1	6	
888.	Stable, with backs .. .. .	1	10	
889.	Stable, with backs and sleeves .. .. .	2	2	
890.	Cloth edging on vest, extra .. .. .	0	3	
	Trousers—			
891.	Ordinary .. .. .	1	6	
892.	Cotton tweed, if less than fourteen dozen in line .. .. .	1	6	

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TRADES  
and  
J. A. ARCHER  
AND OTHERS.

		Men's.					
		Per dozen.					
		s.	d.				
893.	Cotton tweed, if fourteen dozen or more in line ..	1	4				
894.	Mole .. .. .	1	4				
895.	Linen drill, canvas or duck .. .. .	1	9				
896.	Denim or dungaree .. .. .	1	2				
897.	Denim or dungaree, with double seats or knees ..	1	3				
898.	Denim or dungaree, bib and brace .. .. .	1	6				
899.	Other cotton washing materials .. .. .	1	3				
900.	K.B. .. .. .	1	3				
901.	Football K.B. .. .. .	1	0				
902.	Dress taken out of trousers .. .. .	0	3				
903.	Hip pocket in trousers .. .. .	0	3				
904.	Combinations, denim or dungaree .. .. .	2	9				
905.	Youths.—Description—						
906.	Chesters .. .. .	3	8				
907.	Chesters, with capes or yokes and plaits .. .. .	4	0				
908.	Sac suits .. .. .	4	11				
909.	Sac coats .. .. .	2	9				
910.	Vests .. .. .	1	0				
911.	Cloth edging on vests, extra .. .. .	0	3				
Trousers—							
912.	Denim or dungaree .. .. .	0	11				
913.	Denim or dungaree, with double seats or knees ..	1	2				
914.	Mole .. .. .	1	2				
915.	Any other material .. .. .	0	3				
916.	Dress taken out of trousers .. .. .	0	2				
917.	Hip pocket cut in trousers .. .. .	0	2				
918.	Jackets, football .. .. .	2	5				
919.	Juveniles.—Description— Suits—						
		Sizes 00 to 12.		Sizes 13 or over.			
		Cotton	Other	Cotton	Other		
		Washing	Material.	Washing	Material.		
		Per doz.	Per doz.	Per doz.	Per doz.		
		s.	d.	s.	d.		
920.	Fancy, three garments .. .. .	3	6	3	10	4	0
921.	Plain, three garments .. .. .	3	8	3	10	4	2
922.	Plain, two garments .. .. .	2	8	2	9	2	10
923.	Two garments, with belts, plaits or yokes .. .. .	3	0	3	2	3	4
924.	Sailor K.B. .. .. .	2	4	2	6	2	8
925.	Tunic, when right and left fore- parts are cut separately .. .. .	3	4	3	7	3	9
926.	Tunic, with pocket let in one forepart (foreparts cut to- gether) .. .. .	3	0	3	3	3	6
927.	Tunic, without separation of foreparts .. .. .	2	8	2	9	2	10
928.	Trousers, K.B. .. .. .	0	9	0	10	0	11
929.	Chesters .. .. .	2	8	3	0	3	6
930.	Capes, extra .. .. .	0	3	0	3	0	4
931.	Yokes and plaits, extra .. .. .	0	3	0	3	0	4
932.	Definition of Stock Cutter and Trimmer.—(a) A journeyman stock cutter is a person employed marking, folding, or laying up material, or cutting out garments.						

(b) A journeyman trimmer is a person employed marking or cutting out linings or trimmings. 1919.

933. Trimmer to be employed.—Where three (3) stock cutters are employed there shall be at least one (1) journeyman trimmer employed. FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS.

*Special Conditions, Stock Cutters.*

934. When garments are cut singly, 100 per cent. extra on piece-work rates.
935. When garments are cut two thick, 50 per cent. extra on piece-work rates.
936. When garments are cut three thick, 25 per cent. extra on piece-work rates.
937. When a tape or measure is used in altering the size of garments, cut as ready-made, 20 per cent. extra on piece-work rates.
938. When garments are cut from three-quarter or single-width material, 10 per cent. extra on piece-work rates.
939. All work cut by machine for the cutter, 25 per cent. deduction on, piece-work rates.
940. When cutter cuts his own work, 16.6 per cent. deduction on piece-work rates.
941. When cutter cuts his own work with hand knife, 12½ per cent. deduction from piece-work rates.
942. Piece-work Prices for Pressing.—Ready-made Clothing—
943. Description.—Men's and Youths'—  
Sacs, lined—

	Men's. Youths'.	
	Per doz.	Per doz.
	s. d.	s. d.
944. Worsted, serge, vicuna, sergette and faced cloths	8 0	6 0
945. D.B., tweed and all oversizes .. .. .	7 6	6 6
946. S.B., tweed, ordinary sizes (3 to 7) .. .. . Sacs, unlined—	6 0	5 0
947. Pilot or D.B., worsted, serge, vicuna, sergette and faced cloths, and all oversizes .. .. .	6 6	5 6
948. S.B., worsted, serge, vicuna, faced cloth and sergette .. .. .	6 0	5 0
949. Tweed .. .. .	5 6	4 6
950. Silk .. .. .	5 0	4 0
951. Holland, white flannel, alpaca, sicilian, linen or flax material .. .. .	5 6	4 9
952. Canvas, flannelette or cotton washing materials..	5 0	4 0
953. Denim or dungaree .. .. . Norfolk or Sports Coats, lined—	3 0	2 6
954. Worsted, serge, vicuna, sergette and faced cloths	8 9	7 9
955. Tweeds .. .. . Norfolk or Sports Coats, unlined—	6 6	5 6
956. Worsted, serges, vicuna, sergette and faced cloths	6 6	5 6
957. Tweeds .. .. .	6 0	5 0
958. Silk mixture or flannel .. .. .	6 0	5 0
959. Washing material .. .. .	5 0	4 0
960. Frock and dress coats .. .. .	18 0	—
961. Pagets and beauforts .. .. .	15 0	—
962. Dinner jackets .. .. .	12 0	8 0

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 AND OTHERS.**

		Men's.		Youths'.	
		Per doz.		Per doz.	
		s.	d.	s.	d.
963.	Lined Eton or steward's jacket .. ..	8	0	7	0
964.	Unlined Eton or steward's jacket .. ..	6	0	5	6
965.	Unlined Eton or steward's jacket, washing material .. ..	5	0	4	6
966.	Combinations or overalls .. ..	5	0	4	0
967.	D.B. overcoats—				
	Lined .. ..	12	0	9	0
	Unlined .. ..	10	0	8	0
968.	S.B. overcoats—				
	Lined .. ..	10	2	7	9
	Unlined .. ..	9	0	7	0
968A.	Silk overcoats .. ..	10	0	8	0
968B.	Motor coats, washing .. ..	7	0	6	0
968c.	Shrinking, 1d. per yard.				
969.	Extras—				
970.	All rolled sleeves .. ..	1	0	—	
971.	Velvet collar .. ..	2	0	1	6
972.	Shaping collar on coat before coat is finished ..	2	0	1	6
973.	Unlined coats made with padded shoulders or lined sleeves .. ..	1	0	—	
	<i>Vests.</i>				
974.	Worsted, serge, sergette, vicunas, faced cloth, white silk, fancy, D.B. and oversizes ..	2	8	2	4
975.	Tweed and linen and flax material .. ..	1	9	1	6
977.	Stable, with sleeves .. ..	5	9	—	
978.	Stable, without sleeves .. ..	3	3	—	
979.	Canvas, flannelette or cotton washing material ..	1	6	1	3
980.	Trousers—				
981.	Worsted, serge, sergette, vicunas, faced cloth and riding .. ..	3	9	3	3
982.	Full falls .. ..	4	6	—	
983.	Riding pants and strapped .. ..	5	6	—	
984.	Riding pants, with leggings .. ..	9	0	—	
985.	K.B. .. ..	3	3	2	3
986.	White drill, silk, linen or flax materials ..	3	9	3	3
987.	Dungaree, denim .. ..	2	0	1	9
988.	Tweed (all classes) .. ..	3	0	3	0
990.	Leg and side seams .. ..	0	5	0	4
991.	Canvas, flannelette or cotton washing material ..	2	9	2	6
992.	Extras on Trousers—				
993.	All trousers, not creased .. ..	2	0	2	0
994.	Shaping trousers .. ..	2	0	2	0
995.	Trousers, oversizes .. ..	1	0	—	
996.	Cuff bottoms on trousers .. ..	1	0	—	
997.	Juveniles.—Jacket K.B.—				
		Worsted, Serge, Twills, Sergette, Corkscrew, and Faced Cloth.		Other Material.	
		Sizes 00 to 8.	Sizes 9 to 13.	Sizes 00 to 8.	Sizes 1 to 13.
		per doz.	per doz.	per doz.	per doz.
		s. d.	s. d.	s. d.	s. d.
999	Without collar .. ..	2	6	2	6
1000	With step collar .. ..	4	0	3	6

	Worsted, Serge, Twills. Serge, Corkscrew, and Faced Cloth.		Other Material.			
	Sizes 00 to 8. per doz.	Sizes 9 to 13. per doz.	Sizes 00 to 8. per doz.	Sizes 9 to 13. per doz.		
	s. d.	s. d.	s. d.	s. d.		
1001. With Prussian collar ..	3 6	4 0	3 0	3 6		
1002. With sailor or fancy collar ..	3 6	4 6	3 6	4 0		
1003. With belt and plaits, no collar ..	2 9	3 6	2 6	3 0		
1004. With belt and plaits and Prussian collar .. ..	3 6	4 0	3 0	3 6		
1005. With belt and plaits and step collar .. ..	4 6	5 6	4 0	5 0		
1006. Eton .. ..	6 0	7 0	6 0	7 0		
1007. Vests .. ..	1 9	1 9	1 6	1 9		
1008. K.B. trousers .. ..	1 9	1 9	1 6	1 9		
1009. S.B. Chesters .. ..	5 0	5 6	5 0	5 6		
1010. D.B. Chesters and reefers ..	5 0	6 0	5 0	6 0		
1012. Military Clothing.—Pressing Log—					Per dozen.	
					s. d.	
1013. Mounted greatcoats .. ..					9 0	
1014. Dismounted greatcoats .. ..					8 0	
1015. Service dress jacket .. ..					6 0	
1016. Mounted breeches .. ..					5 0	
1017. Dismounted breeches .. ..					4 0	
1018. Definitions of Pressers and Seam and Underpressers—						
1019. A journeyman presser is one who presses off any part of a garment or finished garments.						
1020. A seam presser is a person employed pressing seams or under pressing.						
1022. Making Ready-made Clothing—Juvenile Clothing, made by machine—					Females.	
					Each.	
					s. d.	
Tunics—						
1023. No. 1.—Plain tunic, washing material, unlined, ring collar, one patch pocket, full belt stitched down, blouse sleeves with open cuffs, seams turned in with one row of stitching, no holes or buttons .. ..					1 0	
1024. No. 2.—Juvenile tunic, washing material unlined, ring collar, yoke back and front, plaited fronts, full belt stitched down, vent, blouse sleeve, with open cuff, seams turned in with one row of stitching, no holes or buttons .. ..					1 3	
					Up to size	Sizes
					8 inclusive.	above 8
					s. d.	s. d.
1025. No. 1.—Juvenile sport jacket, washing material, unlined, step collar, back yoke, back belt and vent, four patch pockets, no flaps, plain sleeves, seams turned in with one row of stitching, no holes or buttons .. ..			1 4	1 6		
1026. No. 2.—Juvenile sport jacket, washing material, unlined, step collar, back belt and vent, four patch pockets, with flaps, plain sleeves, seams turned in with one row of stitching, no holes or buttons .. ..			1 6	1 7		

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8 inclusive.  
s. d.

Sizes  
above 8.  
s. d.

1027. No. 3.—Juvenile sport jacket, washing material, unlined, step collar, yokes back and front, plaits back and front, back belt and vent, pockets with flaps, plain sleeves, seams turned in with one row of stitching, no holes or buttons .. .. . 1 7 1 9

Sailor Blouses—

1028. No. 1.—Sailor blouse, washing material, unlined, sailor collar, unlined, one patch pocket, blouse sleeve, closed cuffs, tubular bottom seams turned in with one row of stitching, no holes or buttons .. .. . 1 1 —

1029. No. 2.—Sailor blouse, washing material, unlined, sailor collar, lined and braided, one patch pocket, blouse sleeve, open cuffs, elastic bottom, seams turned in, with one row of stitching, no holes or buttons .. .. . 1 2 —

1030. Extras—

Each.

Double-stitched edges .. .. . 2d. per coat.

Two rows of stitching in seams .. .. . 2d. per coat.

Flaps, where not mentioned in definition .. 1d. per coat.

1031. Juvenile K.B. Trousers, made wholly by machine, all materials—

Per Doz. Pairs.

	Two Pockets.	One Pocket.	No Pocket.
	s. d.	s. d.	s. d.
1032. Machining all parts .. .. .	3 6	3 6	3 6
1033. Pockets fixed by machinist or finisher ..	1 6	0 9	—
1034. Lining trousers, or waistband, or seat linings .. .. .	1 6	1 6	1 6
1035. Finishing fly complete, tacks, and end of button catch .. .. .	0 9	0 9	0 9
1036. Pressing seams .. .. .	0 9	0 9	0 9
1037A. Button sewing per dozen pair of trousers (machine) .. .. .	0 9	0 9	0 9
Total .. .. .	8 9	8 0	7 3

*Extras.—Juvenile K.B. Trousers.*

Each.

s. d.

1037B. Buttons sewn on by hand, each pair .. .. . 0 1½

1037C. Buttonholes made by machine, each .. .. . 0 0¾

1037D. Buttonholes made by hand, each .. .. . 0 2

1038. Felling bottoms, each pair .. .. . 0 2

1039. Sewing on waistband lining, if trousers are lined .. 0 2

1040. Sizes 11 or 12 extra .. .. . 0 1

1041. Sizes 13 or over extra .. .. . 0 2

1042. Finishing Trousers.—The following prices shall be paid for finishing men's and youths' ready-made trousers:—

	Per dozen	1919.
	Pairs of	FEDERATED
	Trousers.	CLOTHING
	s. d.	TRADES
		<i>and</i>
		J. A. ARCHER
		AND OTHERS.
1043. Felling bottoms of trousers—		
1044. Men's mole or tweed .. .. .	2	3
1045. Men's worsted .. .. .	2	6
1046. Youths' moles or tweed .. .. .	2	0
1047. Youths' worsted .. .. .	2	3
1048. Felling band linings of trousers—		
1049. Men's .. .. .	2	3
1050. Youths' .. .. .	2	0
1051. Felling the side of cross pockets, men's, youths', and boys' trousers .. .. .	0	6
1052. Felling the side of side pockets, men's, youths', and boys' trousers .. .. .	1	0
1053. Putting tacks between buttonholes in fly, and cutting off ends .. .. .	0	6
1054. Hook and eye on trousers .. .. .	1	3
1055. Felling seat linings in trousers .. .. .	0	9
1056. Fly tacks by hand .. .. .	0	9
1057. Herringboning bottoms of trousers .. .. .	3	6
1058. Felling bottoms of cotton, crash, khaki, drill, linen, and similar material, turned in twice .. .. .	3	6
1059. Trousers—		
1060. Buttonholes, if done by hand .. .. .	4	6
1061. Buttons sewn on by hand .. .. .	2	0
1062. Pocket tacks, if done by hand .. .. .	1	6
1063. Cross-stitching down centre of back linen .. .. .	2	6
1064. Cross-stitching down sides of back linen .. .. .	2	6
1065. Ticket sewn on by hand .. .. .	2	6

The hearing commenced in Melbourne on the 10th April, 1919, before the President, Mr. Justice Higgins.

*H. Carter* for claimant organization.

*A. Scovell* for A.N.A. Manufacturing Co., Herbert E. Becker, W. H. Bruce Ltd., J. H. Blencowe, Sargood Bros., Ball & Welch Pty. Ltd., A. Bowley & Co., Bowley & Son, C. A. Cohen & Sons, Craig Williamson Pty. Ltd., Sol Davis, Ellinson Bros., Foy & Gibson Pty. Ltd., Grainger & Co., Frank Holt & Son, P. Harrison & Co., L. V. Howard, Jago & Crawford, Kino's, P. Lasky, Louis Lipman, Chas. Lane & Co. Pty. Ltd., M. Marks, Plummer & Co., Neilson & Morgan, Phenix Clothing Co., Robertson & Moffat Pty. Ltd., J. & J. F. Smith, Scovell & Spurling Pty. Ltd., C. J. Stanway, The Mutual Store, H. J. Bean Pty. Ltd., R. J. Byers, J. Beattie & Co., A. W. Bargery, G. W. Briggs, D. & W. Benjamin, Buckley & Nunn Ltd., H. J. Carter, Cassels & Co., Denniston & Co. Pty. Ltd., Davies Doery & Co., Frieze Bros. Pty. Ltd., Fetherston & Dyson, Gardiner & Co., Haigh Bros Pty. Ltd., J. H. Hooper & Co., Ince Bros., Joel & Isaacs, C. C. Loft, Lincoln Stuart & Co. Pty. Ltd., The Leviathan, J. B. Milton & Co., W.

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McNabb & Co., D. M. Mackintosh, P. H. Opas, E. W. Roach, The Sterling Clothing Co., N. & J. Clapp, L. F. Smith, J. Sackville, Jas. Thelwell & Co., W. Trigg, Joe Taylor, Woods & Manson, Whittaker Clothing Co., John Mangnall, Wm. R. Morshead, James Tyler & Co., J. Solomon, W. R. Ball, Waring J. Crook, Louis Epstein, F. Gilgohann, E. Jackson, Norman S. Ince, Joseph Maurice, R. W. Raby, John L. Sherman, M. E. Whiteside, A. Bloom, Thos. Trevena & Sons, G. Wardrop, Willis & Taylor Pty. Ltd., Arthur Wood, W. Gribble & Co., S. Philpot, Bright & Hitchcock Pty. Ltd., J. Barnett, D. W. Braid, Capon & Montgomerie, Geo. Gatehouse & Son, Isaac Goldenberg, Hagan Bros., L. Joseph & Co., W. D. Kewley, Quirk & Marsh, J. & B. Sniders, James Sinclair—all of Victoria; W. R. Butler, George Bell & James Cavanagh (trading as Bell & Cavanagh), Frederick Bourne (trading as F. Bourne & Son), Charles Cope & Clifford Cope (trading as Cope Bros.), Donaldson's Limited, George A. Earle, A. E. Hawkes, R. E. Howie, Richard Millington & Frederick Alfred Applekamp (trading as Millington & Applekamp), A. Macrow & Son Pty. Ltd., Miller Anderson Limited, E. J. Malcolm, Herbert William Ormsby & Percival Thomas Spicer (trading as Ormsby & Spicer), Jame Henley Harry Peek & Alfred John Peek (trading as Peek Brothers), William Albert Sneyd (trading as "Sneyd"), Samuel Barr Shierlaw (trading as Shierlaw & Co.), Charles Edward Walter, Frank Leslie Walter and Cecil Horace Walter (trading as Walter & Sons), F. R. Williams, G. & R. Wills & Company Limited, Harrie Berrimar (trading as H. Berriman & Company), T. M. Broadbent, J. T. Cook, H. L. Clisby, George Harold Ekers & George Albert Robinson (trading as Ekers & Robinson), A. W. Gordon, C. W. Hamlyn, Vickery Young Jones (trading as Jones Brothers), James Marshall & Company Limited, D. & W. Murray Limited, John Martin & Co. Ltd., Kate McDonald, George McDonald & Flora Wright (trading as McDonald & Company), G. J. Plenty, Frederick John Parton & Sydney Larter Brown (trading as Parton & Brown), Edwin Storr (trading as Edwin Storr & Son), Leopold Threlfall (trading as L. Threlfall), Louis Winslow Wheeler & Walter Harrison Wheeler (trading as "Wheeler"), H. Zachariah, Frederick Walsh—all of South Australia; Cox & Webb, Ltd., H. J. Wilkins, W. G. West, A. Keating & Co., J. Riva, N. H. Fritze, J. Bidencepe & Son Ltd., Federal Tailoring Co., Fredk. Moore & Son, Smale Bros., G. White & Son, W. Boatwright, Thos. Bourke Ltd., P. W. Ellis, G. Harrison, J. C. Findlayson, C. G. Croft, H. Cobern Jnr., H. Cook & Son, J. B. Mather & Son, T. S. Nettlefold, Templeman Ltd., J. W. Boatwright & Co., P. O. Fysh & Co. Ltd.—all of Tasmania.

*J. W. Walker* for B. G. Burt Limited, T. C. Beirne & Co., Bayard & Company, Thomas Brown & Sons Ltd., Bishop & Woodward, Twomey & Company, Duncalfe & Company Limited, R. A. Conn, Chapmans Limited, J. B. Clarke, Cairne & Company, D. Dunbar, Foxwell Brothers Limited, Finney Isles & Company Ltd., J. Freedman & Company, A. & G. Finlayson, J. Flynn, Henry Findlater, J. Freedman, Charles Gilbert Ltd., J. H. Gibson, J. W. Walker, The Sun Manufacturing Coy., Vight Brothers, J. Henderson, Thomas Halls Limited, Leslie James Limited, J. C. Kenyon, Moore Brothers, McWhirters Limited, McDonell & East Ltd., Neilson & Lennox, Overells Ltd., Pike Brothers, Peterson & Chalmers, M. Pond, J. T. Phipps, Rothwells Limited, J. A. Rowell, Matthew Reid & Company, Reddan & Meller, T. W. Gregg, F. Shiller, Alexander Stewart & Sons Limited, Percy E. Doctor (trading as the Weldone Clothing Coy.), John Barry (trading as "The Ideal Tailors"), O. S. Youngberg—all of Queensland.

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*J. Sanders* for Robert Reid and Co., and W. A. McArthur.

*Vero Read* (solicitor) for Marcus Clarke & Co. Ltd., Farmer & Co. Ltd., Gowing Bros. Ltd., Anthony Hordern & Sons Ltd., Manasseh Arthur Lasker (trading as Lasker & Lasker), P. Lassetter & Co. Ltd., Frederick John Palmer and Ernest Albert Palmer (trading as F. J. Palmer & Son), J. Elliott (trading as "Elliotts"), L. Solomon, H. H. Kelly Limited, Evers & Cohen, S. Weingott & Sons, M. Samuels & Co., H. G. Wright Limited, Mark Foy's Ltd., Grace Bros. Ltd., R. C. Hagan, David Jones Ltd., Lowe's Ltd., McDowell's Ltd., Peapes & Co. Ltd., B. Phillips—all of New South Wales.

On Tuesday the 6th May 1919, the President, Mr. Justice May 6. Higgins, gave the following preliminary judgment as to the basic wages for males and females:—

A plaint is submitted by an organization of employees of both sexes engaged in the making of clothing—clothing to order and ready-made. There are about 485 respondents, carrying on business in all the States except Western Australia. The claims as numbered are 1,065; but of this number 987 relate to piece-work prices. Most of the respondents are represented before me; and I have been assured on both sides that if I give my decision as to the 78 claims other than the piece-work claims the parties will be in a position in friendly conference to agree as to the piece-work prices. I am assured further that if I give a preliminary decision as to the basic wages to be paid to adult male and to adult female workers, and as to the maximum number of hours of work, it is probable that the parties will be able to agree as to most if

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not all of the matters involved. The maximum number of hours at present (with certain exceptions) is 48; and the claim is for 44. The evidence as to the basic wages and as to the hours has been taken and completed. But as any reduction of the number of hours, any departure from the usual standard of 48 hours, is of such far-reaching importance—not only to this industry but to other industries in which females are employed—that I felt the need of more searching inquiry. For this purpose the Attorney-General, at my request, has appointed a lady, highly qualified for the purpose, to make a report to me as to the appropriate hours for females, having regard to health, efficiency, and output. The lady has been employed by the British Government to supervise the employment of women in munition works in England, and has recently returned to Australia.

But an investigation of this character has to be thorough, and must not be hurried. In the meantime, the parties are ready and willing to confer as to many of the claims, but conference would be of little use until the basic wages have been fixed. They need a definite datum line from which to start. Under these circumstances, the parties have asked me to give my decision as to the basic wages before dealing with the question of hours; and I comply with their request.

#### BASIC WAGE FOR MEN.

There is no serious difference between the parties as to the basic wage for men. The claimant asks for seam and under-pressers £3 5s. per week; the respondents urge that the minimum rate payable to these men should be £3 4s. On both sides my finding of 1907 for Melbourne is accepted—7s. per day, £2 2s. per week; and the question is, what should now be the rate in view of the increased cost of living, the reduced purchasing power of money. According to the Commonwealth Statistician, the index figures are, for Melbourne 1907, 875; for the six capital cities of Australia (weighted average) 1918, 1,362. This last figure would give, according to the Statistician, 65s. 6d.—more accurately, 65s. 4½d.—per week. But it is said by Mr. Scovell, for the respondents, that as tailoring is done in the country towns as well as in the capital cities, the index figure for the 30 towns of Australia selected by the Statistician should be taken instead of that for the capital cities. (Both parties have curiously given me the figures for cities and towns in all six States, although Western Australia is not in the dispute. But the error makes little difference; and the index figure for Perth is the lowest among the State capitals.) For the 30 towns the index figure is 1,336, giving £3 4s. per week—more accurately 64s. 1½d. per week. But the vast bulk of the

clothing made in Australia is made in factories situated in the capital cities. There are very few respondents carrying on business outside the capitals; and Newcastle, the place in which most are concerned, has a cost of living higher than Perth or Brisbane. The industry is essentially a city industry; and it is better for practical business purposes that the standard of wages should be set by the cities. The position is very different in such industries as that of mining. Moreover, if because of this small difference in the average cost of living in the capital cities and in the 30 towns there ought to be a difference in the basic rate, we should have to give effect to the still greater differences as between the 30 towns themselves. The difference between the cost of living at Beaconsfield (Tasmania) and Goulburn (New South Wales) is as 1,040 : 1,362. On the whole, I think that it is better not to attempt to clutch the inviolable shade of ideal justice in such a matter, but to let the predominant character of this industry guide the Court to one uniform minimum; and for these reasons I propose to award 65s., as claimed, as the basic wage for men. The present basic wage under the Victorian Wages Board, is said to be 50s.

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#### BASIC WAGE FOR WOMEN.

The question of the basic wage for women is much more difficult. But before dealing with it, I wish it to be understood clearly that I am not at this stage deciding for what functions (if any) in this industry a lower minimum rate should be prescribed for women than for men. As I can deal with matters in dispute only, it is obvious that I cannot award in any case more than is claimed; and in this case the claim for females is, as to many items, less than for men. For instance, the claim for a man machinist in order tailoring is £3 15s.; the claim for the female machinist is £2 10s.; the claim for a trouser hand (female) in ready-made clothing is £2. My problem now is to find, in cases where a minimum wage has under the plaint to be prescribed for an adult female, what is the sum per week necessary to satisfy the normal needs of an average female employee, who has to support herself from her own exertions; and on the basis of the reasonably necessary requirements of a woman living in a civilized community.

The first case in which I had to deal directly with the problem of female labour was that of the fruit pickers—the fruit pickers and packers of Mildura and Renmark.<sup>(1)</sup> In that case I took the view that in the case of workers such as blacksmiths, as blacksmiths are usually men, the minimum rate must be a rate sufficient for a small family. Men are under an obligation—under our Statutes a legal obligation—to maintain a wife and children. But in the case of workers such as milliners, or those

(1) 6 C.A.R. 61 at p. 70.

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who trim daintily boxes for display of fruit in shop windows, the minimum rate should be that suitable for a single woman supporting herself only. It is women's work; if the employers had to pay the same wages to women as to men, he would employ women for their superior deftness and delicacy of fingers. Then, in the intermediate case, where men and women are fairly in competition—such as the case of fruit pickers—where the employer would not usually discriminate because of mere sex, there should be the same minimum for women as for men. In that case, the basic wage for a man being fixed at 1s. per hour, the basic wage for a woman (in women's peculiar work) was fixed at 9d. per hour—or three-fourths. As I explained in my judgment, the evidence was very meagre as to the cost of living for a woman in Renmark or Mildura; and the finding was tentative. I find that Mr. B. Seeböhm Rowntree, in his book published last year—"The Human Needs of Labour"—takes practically the same view, that a woman's minimum rate in women's appropriate employments should not be a family rate. As he says (p. 115)—"It is normal for men to marry and to have to support families, and provision should accordingly be made for this when fixing their minimum wages. It is not normal for women to have to support dependants." Having investigated the conditions of 516 women workers in York, Mr. Rowntree found that 430 supported no dependants either partially or entirely, and that the remaining 87 [qu. 86?] partially or entirely maintained others than themselves (p. 113). In the result, he estimates the minimum rates after the war, at 44s. for men, and 25s. for women (p. 132). If this ratio between men and women were adopted in the present case, as the minimum rate for a man is to be 65s., the minimum rate for a woman should be nearly 37s. The claim is for £2.

The union has called seven women operatives to testify as to their expenditure for 1918; and six of the seven have stated their total wages. The average expenditure per annum for the seven is £83 10s. 8d., or £1 12s. 1½d. per week; the average receipts per annum for six is only £73 19s. 0½d., or £1 8s. 5d. per week. The rates of pay are mostly above the £1 8s. per week; but these seven operatives are not paid for holidays, or for two or three weeks at Christmas when the works are closed. On examining the details, I find that A pays for board and lodging 15s. only; but she does the sewing required for her landlady's family and pays for her own laundry and fuel. A also sews in the evenings for pay. B pays only 15s. per week; but she boards with her mother. C pays 18s. 6d. per week, sleeping on a balcony. C certainly seems to spend more than her wages would seem to justify for dress and adornments—£33 18s. 2d. for the year; but it is significant that

any little indulgence of vanity in dress is at the sacrifice of other things. For there is nothing in her schedule of expenditure for amusements, holidays, newspapers, lodge, toilet requisites, church. Moreover, C is supplied with considerable gifts in money by her sister in Sydney. Some girls hire a room, and furnish it by time payment; but they have rigidly to limit their expenditure on food. One allows herself 6d. per week for bread, 5s. for meat, and does not allow herself to exceed these sums. The general practice is for these girls to make their own dresses; but, of course, this extra work on their part in their time of leisure should enure to their own benefit and not to the benefit of the employer. What is thus saved in the way of expenditure must not operate to reduce the minimum rate to be prescribed.

But these schedules of a few girls selected by the union officials, schedules accepted without any sifting, are very unsatisfactory as a guide. There is no subject as to which more care is necessary in the collection of evidence than the subject of the cost of living, and there is no subject on which less care is used. Mr. Justice Powers and myself have repeatedly suggested to the Government that the Commonwealth Statistician should be asked to make an inquiry on scientific lines. But I must do my best on the materials available. At my instance, some boarding house keepers who accommodate girls earning their living have been called, and Miss Cuthbertson, a factory inspector. I find a general agreement among these witnesses that for a furnished separate room with board a girl would have to pay £1 2s. 6d. per week—or £58 10s. a year. Even with this payment the girl would generally have to wash her own clothes. Most of the girls who take lodgings share a room with one or more other girls; for they cannot afford the £1 2s. 6d., or even £1. I do not think that in estimating the necessary cost of living I should assume that a girl must share a room with another girl—she may not always be able to find one suitable. Miss Cuthbertson says that the ordinary rate for a separate room with board (no laundry) would be 25s. per week. But taking the lodgings at £58 10s. (£1 2s. 6d. per week), and adding to it the average of the seven girls' clothing for a year, £25 13s. 4d., total is £84 3s. 4d.; and yet the wages received for the year at the lowest rate for adults under the Victorian Wages Board, £1 8s. per week, would be only £72 16s.; or if, as is usual, the girl lose four weeks' pay by the Christmas closing up, holidays, &c., only £67 4s. But the justice of this loss of pay is in dispute; and for the present purpose I shall assume that the girl receives her full pay for the full 52 weeks in the year, and has uninterrupted employment throughout the year. At present, then, under the Victorian Wages Board determination, the adult girl on the lowest pay receives

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£72 16s., and her expenditure for suitable board lodging and clothes may be taken as—	
For suitable board and lodging .. ..	£58 10s. 0d.
For clothes &c. (if the average of the seven girls be taken—one of the girls spent only £4 10s. 3d.).. .. .	25 13s. 4d.
	<hr/>
	£84 3s. 4d.

This total expenditure is reached without allowing to the girl anything to “come and go on”—nothing for tram or train fares, nothing for provision for sickness or old age, nothing for union or lodge, nothing for amusements or church, nothing for stamps or journals or books, nothing for giving assistance to others. The average for these sundries, according to the seven schedules, is £12 6s. 4d. per annum.

I have not omitted to consider the valuable evidence of Miss Brenda Sutherland, the superintendent of the Domestic Arts Hostel in Melbourne. The superintendent and staff and girls live together in a house provided by the Government, and pool their expenses; and the food with heat lighting soap &c. costs each only 11s. 6d. per week. The girls get £1 per week from Government, and retain the balance of the £1 for themselves. The expenditure is at the minimum for a wholesome diet. For reasons which must be obvious, the cost under such circumstances is not a fair criterion of what a girl on her own resources must spend. The boarding-house-keeper must have her profit. But the evidence is suggestive of what might well be achieved without loss to any one, if there were proper organization for the benefit of the multitudes of girls who flock to the city for their living. Miss Sutherland throws light on the problem of clothing. Six years ago, her expenditure on clothing, when economy was a necessity, was £23 or £24 per annum; and she estimates that the cost of similar clothing at the present time would be 30 to 40 per cent. more. That is to say, adding 35 per cent. to £24, the cost is £32 8s. The cases are not precisely parallel; the factory girl makes many of her own clothes and has to go out more than this resident teacher; but the evidence tends to show that the estimate of £25 for dress is not excessive.

I have been referred to an important judgment delivered by President Brown in the Industrial Court of South Australia—printing trades case, 6th September 1918. In that case the President was “unable to arrive at any other conclusion than that the bedrock living wage for women should be 27s. 6d. per week”; but he modestly added—“I refrain from giving precise details as to the way in which this amount is arrived at. There are obvious reasons for reticence on the part of a ‘mere man’ dealing with a

problem so intricate and so delicate." There are only two schedules of expenditure for dress and sundries set out; and they show an average of £21 18s. 9d. per annum for dress, and £8 4s. 8d. for sundries. The operatives made their own dresses and under-clothing; and the girl with the lowest schedule for clothes made her own hats. One contributed 7d. per week to a lodge; the other did not. Both spent 3d. on church and 6d. on amusements. If I were to adopt these budgets, and add the amounts to the £58 10s. for board and lodging, the expenditure would be £88 13s. 5d. But the President, on the evidence put before him, found the cost of board and residence to be only 15s. to 17s. 6d. per week. At the 15s. rate the total average expenditure would be £69 3s. 5d.; at the 17s. 6d. rate the total average expenditure would be £75 13s. 5d.; and the President fixes 27s. 6d. per week, or £71 10s. per annum, as the "bedrock living wage." I cannot accept such a figure as 15s. or 17s. 6d. for board and lodging on the evidence put before me. The Board of Trade in Sydney, under the presidency of Heydon, J., fixed the basic wage for women at 30s. per week. Mr. Scovell, who represents many employers in several States before me, suggests 32s. as fair. If I raise the basic wage for women in the same ratio as the basic wage for men—50s. : 65s. :: 28s. : 36s. 5d.—the wage for women would be 36s. 5d. If I take Miss Sutherland's estimate of £32 8s. for clothes, and £58 10s. for board and lodging, the girl ought to get for these two items alone £91, or 35s. per week. The claim is for £2 per week; and Mr. Carter speaking for the union, makes out his total of necessary expenditure at £2 6s. 6d. per week. I do not think, however, that it would be just to compel employers to pay 15s. per week for clothes alone, as Mr. Carter urges. If the girls will have their finery at the sacrifice of other things more necessary, that is their business; but probably it is not fair to force the employers to pay for all that a girl may fancy as being for necessary human requirements. At the same time, we must not forget the important social function of girls' dress as a bulwark for self-respect; and it is for women who can afford it to show the way of simplicity and good taste.

I have decided to fix the basic wage for women at 35s. per week.

*On Tuesday the 29th July, 1919, His Honour gave the following preliminary judgment as to chart orders:—*

In the discussion as to "chart orders," I have found the first instance of employers seeking that a higher rate of payment be applied than the employees are willing to accept. Claim 16 for

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females making any part of a coat (in order tailoring) is £2 16s. per week; but the union is willing to accept £2 4s. Claim 39 for females making any part of a coat (in ready-made clothing) is £2 5s.; but the union is willing to accept £2. Most of the respondents agree to these figures, £2 4s. and £2, and are actually paying them. But two important clothing manufacturers in Sydney—Messrs. Robert Reid and Co. and Messrs. W. and A. McArthur—urge that £2 9s. at the least should be the rate for females making coats to order without the use of a chart, and that a lower rate should be made to females making coats to order with a chart. These firms are quite willing that £2 shall be the rate for ready-made clothing; and £2 4s. the rate for chart clothing; but as they make in their great factories no clothing except on the chart system and the ready-made or “stock” system, they ask that a higher rate, £2 9s., should be imposed on those firms which make without a chart. The real struggle in this matter, indeed, is as much between respondents as between the union and the respondents. The question has been argued on the relative degrees of skill required in the case of girls working at an “order” garment, and at a “chart order” garment.

The chart is a form which a customer, usually in the country, is supposed to fill in with the necessary measurements. It contains directions as to the taking of the measurements, as for one person. The cutter cuts out the material and it is passed to different girls for the different processes—machining, canvassing, seam pressing, basting under, machining again, basting out, pressing the edges, machining and stitching out, finishing, marking for button holes, buttonholing, &c. All these processes are carried out in the case of ordinary “order” garments, but generally by fewer hands. What I have to consider is this—should a lower rate per week be given to females whose work is confined to one of these processes than to females whose work comprises several or all of these processes. In considering the subject, we may ignore the fact that there is no “try-on” of the chart garment, and that the cutter—a man—generally departs from his usual process in an order garment. The question is, should the girl who makes a small section of the coat get less pay than the girl who makes a larger section or all of the coat. By means of the subdivision of labour in these factories the manufacturer obtains a greater output in a shorter time. By the repetition of one particular process the girl gets up more speed in that process than the girl who is not restricted to that process. By working in this “team” system, the firm gets more value from the girl than if she were not so working, as the manager from McArthur’s admits; should she be

paid less? It is an instance of a problem which commonly arises from the subdivision of labour.

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Now, there are some employers who make both to "order" and to "chart order"; and it appears that with these employers the girls who make the garment go through precisely the same processes whether the garment is for "order" or for "chart order." They work at the garments indiscriminately, at the same table and in the same manner; and they do not know (except by inference from the ticket) whether they are making an "order" or a "chart order." Such firms—Messrs. Evers and Cohen of Sydney are mentioned—pay the girls the "order" rates for all the garments. Another firm confines itself exclusively to orders for expensive suits; and it has precisely the same "team" system, precisely the same system of subdivision of labour, as at Reid's. The artificial nature of the distinction in pay appears from the admission of McArthur's manager himself; for he says that if the chart order came from a tailor's shop instead of from a warehouse, and the garment were made precisely under his "team" system, he would treat the garment as an order garment, and not as a "chart" garment. From the point of view of the girl working, the work being precisely the same, why should the minimum rate be less?

It is true that, in one aspect, there is more skill in doing all of a coat than in doing a section of it. But in another aspect there is more skill acquired by the girl working in the "team" as to her section of the coat than is acquired by a girl whose operations are not confined to that section. Is an oculist or a surgeon to be treated as less skilful than a general practitioner? The analogy may not be perfect; but the same principle is involved. From the point of view of the public interest, also, it is not expedient for this Court to make it easy for employers to use a girl for one particular process so that when she seeks employment elsewhere she is unfitted for anything but that process. The firm of McArthur's recognise this position; for, though not obliged (so far as I can see) by the State awards to do so, they teach their apprentices to make all the various sections of a garment. Reid's manager admits that if a girl be taught in her apprenticeship to do any part of a garment, she ought not to be paid less than the "order" rates merely because she is confined to the making of particular sections of the garment for the sake of speed. This Court is not likely to obstruct subdivision of labour so far as it tends, generally, to greater output and greater cheapness; but it is not right to encourage cheapness further by prescribing for the employee a lower rate than is her due.

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I have to face the fact, however, that since 1912 in Sydney there have been three distinct boards for tailoring—order board, chart board, ready-made board; and that there now are rates in the chart board intermediate between the rates in the order board and in the ready-made. In his judgment in the case of the Amalgamated Journeymen Tailors Association<sup>(1)</sup> Mr. Justice Heydon prescribed a uniform rate for female operatives whether the garment was made “from personal measurement or from chart.” But by an order of the Minister for Labour and Industry dated the 10th July 1912, and made on the recommendation of the Industrial Court, these three distinct boards for the clothing trade—“ready-made,” “chart” and “order” boards—(with other boards) were constituted. By an award gazetted 24th July 1912, the minimum wages of adult journeymen in factories, when employed as machinists or on trousers vests or coats, were fixed at 21s.; and there seems to be no discrimination made there between order or chart or ready-made. But the discrimination has since been made. I find that by an award gazetted the 1st June 1917 in the matter of the chart board the minimum rate fixed for journeymen on coats was £1 12s. 6d.; whereas by an award gazetted the 2nd February 1917, in the matter of the order board, the minimum rate had been fixed for journeymen on coats at £1 18s., or £1 15s. The award for the “order” workers was made by the Board; the award for the “chart” workers by Judge Pickburn. I have not been referred to any judgment assigning reasons for the distinction; and I am under the disadvantage of not knowing how the matter presented itself to the New South Wales Court. On the other hand, in the four other States of Victoria, Queensland, South Australia and Western Australia the industrial tribunals make no distinction—the rates for females making garments to chart order are the same as for those making garments to order on a tailor’s measurement. For the reasons which I have stated, I prefer the view which has been taken by these other tribunals. I am confirmed in this position by the evidence of Mr. Durack, who was a practical tailor for 30 years, and has been for eight years Industrial and Factory Inspector for New South Wales. He assures me that there is no difference between “charts” and “orders” so far as the girls are concerned, and that the girls ought to be paid at the same rates. He has pointed out certain tricks of trade which he has noticed as the result of the distinction made by the New South Wales Board and Court. The tendency is for storekeepers and even for master tailors, in the country to send their orders to city factories to be made up on the cheaper chart system; and they can thus charge

(1) [1910] A.R. (N.S.W.) 216 at pp. 223 and 232.

lower rates (undercutting rivals), or get higher profits for "tailor-made" suits. Mr. Durack has never been called on to give any evidence before any Wages Board or the New South Wales Court on the subject; and he now says clearly that he does not approve of the distinction in rates.

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In my opinion, the claim of the union for uniform rates for "charts" and "orders" is right.

*On Tuesday, the 14th October 1919, His Honour gave the following reasons for judgment as to hours of work and other subjects remaining for decision:—*

Plaint as to tailoring workshops and factories in five States— October 14.  
all but Western Australia. The employers, 485 in number, are engaged in the tailoring business, order and ready-made; and there are 1,065 items of claim as numbered. At the request of all parties, the Court investigated and decided two important issues before the others, and on the basis of these decisions the principal respondents have come to an agreement with the union as to the great bulk of the claims. The remaining claims now come before the Court for settlement. Substantially, these others are (1) shall the same minimum rate be awarded for female as for male employees for certain occupations or processes; (2) shall the hours of employment be 44 per week or 48; (3) how long shall be allowed for the midday meal; (4) shall females and apprentices have ten minutes' break for rest; (5) shall officers of the association be allowed admission into the factory or workshop for union business at the midday meal.

The occupations in which the minimum rate for females is in controversy are those of cutters, trimmers, fitters, pressers off, seam and under-pressers, body and dress coat hands (in men's clothing), and pressers off in women's clothing.

There are very few instances of females being employed as cutters, trimmers, fitters, or pressers off, or even of seam and under-pressers except in garments which the girl makes herself. But the problem as to the rates for coat hands, body and dress, is substantial. The union, by the agreement, concedes a lower minimum rate for females making other coats to order (£2 4s.) than for a man tailor making any garment (£3 15s.); and a lower rate still for females making trousers or vests to order (£2).

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One of the issues which I decided previously relates to the basic rate for men, which I fixed at 65s. per week, and to the basic rate for women which I fixed at 35s. per week. To these figures the parties have added in the agreement what they reckon to be the fair secondary rate for skill. The females who do the simplest operations are, by agreement, to get 37s. not 35s., because, as I am told, of such lost time as is incident to the industry.

I must here repeat a warning which I gave in my judgment on the basic rates. I said—"I wish it to be understood clearly that I am not at this stage deciding for what functions (if any) in this industry a lower minimum rate should be prescribed for women than for men. As I can deal with matters in dispute only, it is obvious that I cannot award in any case more than is claimed; and in this case the claim for females is, as to many items, less than it is for men. For instance, the claim for a man machinist, in order tailoring, is £3 15s.; the claim for the female machinist is £2 10s." In other words, a differentiation between men's wages and women's wages in most tailoring work has been conceded by the very form of the claim. The territory has been abandoned to the invading army without a struggle; for it is already in that army's possession. Let it be remembered that the differentiation is not the result of any adjudication of mine. I treat myself as being free to decide as to the remainder of the territory, as to the few processes left to my decision, on the merits, unhampered by the agreement as to the other processes.

Now it is obvious that this question as to discrimination between the sexes as to pay is of very great economic and social importance. But I have here merely to decide what should be the minimum rate—the least rate that an employer is to be allowed to pay to a female employee in a given occupation, whatever the skill of the employee, whatever the pace of working. If the employer do not think a worker good enough for the job, he is not bound to employ her; if he do employ the worker, it must be assumed that the worker is worth the rate. The fact that an employee is lame, or red-haired, or belonging to a particular creed, is no ground for a lower minimum rate. Why should sex be a ground? The burden lies on the employers here to show that it should be a ground.

I have dealt with the problem before, in the case of the fruit workers at Mildura and Renmark.<sup>(1)</sup> There men and women, both, were freely employed as fruit-pickers—were in competition with each other as to that class of work. I decided that in such a case, as in the case of blacksmiths, the minimum rate must be a man's rate. This left the employer free to select persons of either sex for fruit picking, without the disturbing

(1) 6 C.A.R. 61 at pp. 70-72.

temptation or influence of lower wages for women. It tended to efficiency in the industrial result. But for such operations as that of trimming boxes of fruit for show in shop windows, as it appeared that women would be preferred to men even if the wages were equal, I prescribed a lower rate for women. This was a case in which no skill, in the strict sense, was involved. I was applying the mere "basic" or living rate based on normal needs as a human being; and I did not feel justified in compelling employers to pay to women a minimum rate on the basis of normal family responsibilities. I find that Mr. Seebohm Rowntree, in his book on "The Human Needs of Labour" has taken the same position. Having investigated the cases of 517 women workers, he found that 430 supported no dependants, either partially or entirely, and only 87 partially or entirely supported others than themselves. "It is normal for men to marry and to have to support families, and provision should accordingly be made for this when fixing their minimum wages. It is not normal for women to have to support dependants" (pp. 113, 115). My colleague Powers, J., has followed the principle of the fruit case in his decision in *Australian Workers Union v. Allen*.<sup>(1)</sup>

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In the case of tailoring, there is no doubt that men and women are in competition; but that the competition is weighted in favour of the women by the practice of paying women lower rates. Mr. Scovell, who appears for many employers before me, and who conducts a workshop himself, said very frankly that if he had to choose between men and women as employees in all the operations of the industry, at equal rates, other things being equal, he would always choose men. I find that the lower rates habitual for women are the cause of the gradual disappearance of men from the industry in all but the most skilled operations, or the operations (such as pressing off) which require strength. "Women are equal to men in brains, unequal in muscle," as one employer graciously admits. I find that the lower rates for women have driven the men from the making of trousers and vests and from the making of most of the sac coats. The men are, in effect, making a last stand at body and dress coats, cutting, trimming, fitting, pressing. Is it right that this Court should aid the gentle invaders?

The history of tailoring might be made the subject of interesting research; but I have to deal with facts as they now stand. From Penelope and her virtuous sabotage onwards, sewing and the making of garments, as well as spinning, have been recognised work of women; but as part of their domestic functions, not for

<sup>(1)</sup> 11 C.A.R. 113 at p. 117.

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the earning of wages, not as a gainful employment. The word "tailor" is masculine in origin—*tailleur d' habits*. I understand that women came in first in the last century as "helpers" of the men tailors, who sometimes strongly objected to the helpers; and the treadle sewing machines have brought them into the industry further, and still more the power machines. It is urged here for the employers that I should not now, by prescribing equal wages, drive the women out of employment; but it is equally serious to drive men out of employment by prescribing unequal wages. Even the respondents admit that if there are not enough jobs to go round, it is better that men should get the jobs rather than women, as a matter of social expediency. If there are 1,000 jobs vacant, and 1,000 men and 1,000 women want the jobs, it is better for society—if the candidates are equally qualified—that most of the jobs should go to the men. The tendency of lower wages for women, in jobs for which men and women are in competition, is to make the woman the wage-earner and to leave the man to look after the house. There is much more danger incident to the forcing of men out of an industry to which they are suited than to the forcing out of women, even if they are equally suited.

But the respondents urge strenuously that women are not equally suited to the higher operations of tailoring, such as body coat making, cutting, fitting, &c.—the operations with which I have to deal. I am told that there is a mysterious masculine gift which enables men to give shape and "character" to a body coat, in its adjustment to the human figure, and in the grace of its lapels and collars and waist—an art which women never can acquire. If I assume the existence of this peculiar masculine gift, then to prescribe equal wages for body coat making will not exclude women from such employment; the woman is excluded already by her native incapacity. On the other hand, if I prescribe lower wages for women as to body coats, employers may be tempted to employ women, and the mystic grace of the body coat may thus be lost to the world; and yet, under the Act as amended, I am to have regard to the interests of "society as a whole" (s. 4).

At the same time, I cannot ignore the fact that at present a few women do make body and dress coats, and that they are paid lower wages than men. The explanation why they are few is obvious enough—they are not usually taught; and I have no doubt that if they should be taught, they will supplant the men more and more—if they get lower wages. The argument that women should be awarded a lower minimum wage than men can only apply to that part of the wage which represents the cost of living—the "basic" wage. It can hardly be applied in fairness to that

part of the wage which represents skill—the “secondary” wage. Under our system, if the basic wage is 65s., and the secondary wage 10s., so that the ordinary tailor gets 75s., the woman who has the tailor’s skill should surely get that 10s., without deduction. The employer, by keeping her in his employment, admits that the woman gives him the tailoring skill on the garments or parts of garments with which she is entrusted as he requires. The only question then is, should a woman have a lower wage prescribed so far as regards the cost of living. A careful and exhaustive report was issued this present year (30th April) by a War Cabinet Committee in England on the subject of “the relation which should be maintained between the wages of women and men.” Among the findings of the majority it is said: “That women doing similar or the same work as men should receive equal pay for equal work in the sense that pay should be in proportion to efficient output.” This principle is easy to apply when there are piece-work rates; but the difficulty arises where the rates are time-work. It is said further—“That the relative value of the work done by women and men on time on the same or similar jobs should be agreed between employers and trade unions acting through the recognised channels of negotiation, as, for instance, Trade Boards or joint Industrial Councils.” I confess that for the practical purpose of making an award in this case the attractive theory of paying according to “efficient output” on time-work rates seems to be unworkable. It is surely much better to leave it to the employer to select the person, man or woman, who seems to him most suitable for the job, but at the same time-work rate. The employer is the most watchful and competent judge and guardian of efficiency—where the minimum rates are equal. But it is important to notice that even this majority report does not favour a discrimination in wages on the mere ground of sex. The minority report of Mrs. Sidney Webb is even more drastic. Mrs. Webb, who has made a life study of industrial conditions, and especially of women’s industrial conditions, asserts—“That for the production of commodities and services women no more constitute a class than do persons of a particular creed or race”; and—“That there is no more reason for such occupational or standard rates being made to differ according to the workers’ sex than according to their race, creed, height or weight.” To my mind, Mrs. Webb’s conclusion is sounder for all practical purposes. The only difference between this lady’s position and the position which I took up in the Fruit case is that I prescribed a lower minimum rate for women where they are engaged in what is distinctively women’s work, such as millinery. This difference seems to be due to the fact that I approached

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the subject from a somewhat different point of view, and that I gave more effect to the fact that, normally, women have not such responsibilities for supporting a family as a man has. This is also the position taken up by Mr. Seebohm Rowntree, whose words I have already quoted. But on the question of wages in this tailoring industry, where men and women are fairly in competition, where employers would even (as I am told) prefer men but for women having lower wages, there seems to be no difference between Mrs. Webb's doctrine and the principle of the Fruit case. Whatever opinion be held as to such an occupation as millinery or baby clothes, wherever the occupation is suitable for a man wage-earner, wherever if rates and other things were equal a man would usually be preferred, or a woman would usually not be preferred, on the mere ground of sex qualifications, the minimum rate, so far as based on the cost of living, should be based on a man's cost of living, including his normal responsibilities.

I have not omitted to consider the important judgment of Cussen *J.* in the Victorian Court of Industrial Appeals in the Clerks' case.<sup>(1)</sup> There, on appeal from a Wages Board, the learned Judge prescribed a lower rate for women clerks than for men clerks. He took the view that if the same minimum rate were prescribed for women as for men the women would be forced out of employment. But His Honour was influenced by the considerations (1) that the Act of Parliament under which he gave his decision imposed on him a duty to take "sex" into account in prescribing a minimum rate; (2) that most of the members of the Clerks' Union were men, and the request for equal wages might be treated as the request of men in their own interest, and (3) that to prescribe equal wages for the sexes might lead to widespread hardship and a social cataclysm. This Court is not faced by any such considerations. Our Act says nothing as to "sex"; and the claimant union here contains far more women than men. The very first claim in the log—a log signed by far more women than men—claims equal pay for cutters, fitters, &c. Some women who have made body and dress coats throughout have testified in the witness-box that they can do the work quite as well as the men; and on being cross-examined as to the danger of losing their jobs if they should have to be paid equal wages with men, they say that they have no fear of the result. One of these witnesses says—"If girls got the same wages, the girls would be employed if they can do as well as the average man. . . . The girls want the same rate even at the risk of losing employment." Nor is there any danger here of any wholesale displacement of women under the operation of the equal wage.

<sup>(1)</sup> 19 A.L.R. 142.

At present there are, it seems, no women cutters or trimmers or fitters or pressers-off to be found. There have been a very few women cutters; for cutting is a special art which women are seldom if ever taught. For some reason which is obscure there seem to be no instances of women trimmers and fitters; perhaps the explanation is to be found in the jealousy of the men in monopolizing such occupations. "Pressing off" involves the handling of a heavy iron. There is evidence of some exceptionally lusty women being engaged in the process; but the foreman did not replace them by other women when they left, as he regarded the work as too strenuous for the sex. Seam and underpressing, even with a light iron, is rarely done by females, unless as incidental to the garments which they themselves make. Body coats, under the present fashions, are very few; and the making of dress coats is rarely a function for women. One might well hesitate more about giving effect to the principles stated as to women's work if a violent change were involved; but there is no violent change to be feared here; and I mean to prescribe, for the occupations in question, the same pay for women as for men. It is reassuring, I may add, to find that the Queensland Industrial Court, by its award of 28th August 1917, prescribed the same minimum wage for women as for men as cutters, and for the making of body or dress coats; and that the Victorian Clothing Wages Board, by its determination of 14th March 1917 has prescribed the same minimum for both sexes in cutting, trimming, &c. So has the Arbitration Court of Western Australia as to ready-made clothing. The Tasmanian Wages Board (10th April 1916) has made a curious compromise—prescribing for women at body coats 62s. 6d., for men 65s.; whereas the minimum for women at sac coats is only 32s. 6d. Moreover, there is uncontradicted evidence on the part of a member of the Victorian Wages Board, that in 1909 the employers on the Board were willing to give the same rate to women making body coats *throughout*, but that the proposal was dropped because one big employer used different employees on different sections of the coat, and it was feared that the other employers in competition would be forced to adopt the sectional system also. The New South Wales award has no minimum prescribed for female cutters or trimmers.

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#### HOURS.

The next question is as to the limit of hours. The claim for a maximum of 44 hours per week is made for both men and women. In considering this proposal due weight must be given to the fact that the hours cannot well be reduced for women without affecting the hours and the output of the men working in the same estab-

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lishment. On the evidence before me, I am strongly inclined to take the view of the employers that the hours will have to be reduced for the men if reduced for the women, except, perhaps, in the case of the cutters working in a different room. It is not the practice of this Court to depart from the Australian standard of 48 hours for men unless there be exceptional circumstances; and, if men only were concerned in the industry, I should probably not feel justified in departing from that standard. Speaking generally, however, I am convinced that where new labour-saving machinery is introduced, machinery such as increases the output, the whole benefit cannot permanently be appropriated by the employers; the increase of output ought to be reflected to some extent in a reduced working time for the employees. In the case of tailoring, in the many up-to-date factories of the Commonwealth, we find many sewing machines worked by electric power; and there are pressing machines, two-needle machines, button-holing machines, sewing-on machines, cutting machines &c. But there are numerous order workshops &c. to which these remarks are inapplicable; and inasmuch as the consideration of labour-saving machinery applies to men as much as to women, I must look further for the appropriate limit of hours for tailoring women.

At present the limit of hours is generally 48 for women as well as for men. There is no eight hours' day; and the result is that in establishments where work is done on Saturdays, the hours of work are usually  $8\frac{3}{4}$  on five days in the week, and  $4\frac{1}{2}$  hours on Saturday. But there has grown up a common practice, particularly in Melbourne factories, of having no work on Saturday, and of crowding the 48 hours into five days in the week. Where this practice prevails the girls work  $9\frac{1}{2}$  hours on five days in the week, or  $47\frac{1}{2}$  hours per week; and, in some establishments, owing to the provisions of the Victorian Factories Act, they are even docked of their pay for the half hour short. In the middle of the  $8\frac{3}{4}$  hours or  $9\frac{1}{2}$  hours run of work there is interposed an interval for lunch—half-an-hour more or less. Thus a girl who works on Saturday, if she enter the factory at 7.30, is in the workshop on other days till 4.45; and the girl who does not work on Saturday is in the workshop till 5.30. This means that in the average case of a girl living in the suburbs she is at full tension for 11 or  $11\frac{1}{2}$  hours, between leaving home and returning, with only the short lunch interval. Miss Cuthbertson, the lady inspector under the Factories Act, strongly disapproves of the five-day system, and says that the strain would be less if the work were on six days of the week.

But many of the girls seem to prefer the five-day system. It leaves them with Saturday forenoon free—for their own mending or making or shopping or other purposes. The difference of opinion on the subject is so great that the claim of the union is framed so as to enable the employer to adopt either system. What the union claims (claim 55 (a)) is 44 hours between 8 a.m. and 6 p.m., and between 8 a.m. and noon on the day of the half holiday. The agreement as made leaves the employer free to work the girls the 44 (or 48) hours within five days. As I cannot grant a claim that is not made, I am precluded from stopping this five-day system, if the employers choose to adopt it. But I must not be understood as differing from Miss Cuthbertson's opinion. Apart from the excessive hours of strain in any one day, there is evidence which I cannot ignore of unusual pressure being put on the girls on the afternoons of Fridays, in order to get all garments on hand completed for the week-end; and this leads again to some scamping in the stitches. As one girl witness says, "They come on asking you every few minutes, and we get it done because it has to be done."

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The problem, then, as it presents itself to me is this—if 48 hours are the standard for men, should the standard for women be lowered to 44 hours in tailoring? Miss Goldmark, in her scientific study of "Fatigue and efficiency" says—"The unmarried as well as the married woman is subject to the physical limitations of her sex, and each suffers alike from those incidents of industrial work most detrimental to the female reproductive system, such as overstrain from excessive speed and complexity, prolonged standing, and the absence of a monthly day of rest. These and similar conditions are common to most industrial operations, and they are particularly harmful to women" (p. 40). Statistics show women's higher morbidity when compared with men in the same occupations, and a greater number of days lost from work (ib.). I have had evidence to the same effect in other pursuits—for instance, in the Post Office. These women do not stand at their work; but the long sitting posture, with bent shoulders and concentrated eyes and attention, is as bad. Out of the facts which make the greatest demands on human energies Miss Goldmark selects speed, complexity, piece-work, and overtime (p. 43). Piece-work does not apply to the weekly workers; but the "task" system, which the factory employers admittedly impose on time workers, produces excessive strain. In the same book mention is made of the increasing perfection of motor sewing machines: "Let any observer enter a modern roaring, vibrating workroom where several hundred young women are gathered

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together, each at her marvellous machine, which automatically hems, tucks, cords, sews seams together. . . . In the well-equipped shop each girl has a brilliant electric light, often unshaded, hanging directly in front of her eyes over the machine. Her attention cannot relax a second while the machine runs its deafening course, for at the breaking of any one of the twelve gleaming needles or the twelve darting threads, the power must instantly be shut off. The roar of the machines is so great that one can hardly make oneself heard by shouting to the person who stands beside" (p. 54). There is nearly always added to this ordeal some household work in the home: "Whether she lives at home, her own or her parents', and helps in the household, or lives alone and is thrown on her own resources for clothing and clean linen as well as for food and for some sort of habitat, she must find time for some domestic duties after her wage work is done" (p. 55). It would be easy, of course, to find exceptions or qualifications which ought to be made as to these statements; but the Court has to act on the average of conditions. There are distinctions to be made between order shops and factories, between treadle machines and power machines &c. Mr. Barnet, a manufacturer, says that the vibration of a power machine does not affect the girls so much as that of a treadle machine; and, although he opposes a reduction of the hours, he admits that if 44 hours be prescribed for the power machine, 44 hours must also be prescribed for the treadle machine and for the handworkers. He states also that if 44 hours be the rule for females, it must also be the rule for men. Otherwise, there would be discontent among the men; and the "team" system which is adopted—where each garment passes through the separate processes in separate hands—would be upset. As for diminution of output, this witness says the girls could do as much in 44 hours as in 48; but his doubt is, will they do it? No one, indeed, can speak confidently as to the effect of the reduction of hours on the output. But it may safely be said, as was said in the illuminating "Inquiry into the state of the manufacturing population" (London 1831) that the proposed reduction of hours would not produce a corresponding proportionate reduction in the number of garments produced; something must be allowed for the greater spring and vitality of the workers. There has been some interesting evidence given by the manager of Welch Margetson and Company, who make shirts with the aid of power machines. For the last twelve months this company has reduced the hours from 47½ to practically 44; and it gets the same output. The girls are better satisfied; and the manager would not go back to the former hours. The "Pelaco" Shirt Company has also, I am told, a limit of 44 or 45 hours.

Some even of the respondents here adopt 44 or 45 hours—including the very first respondent, Mr. Archer.

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But important as is the consideration of output, especially in these times of dearth of commodities and of high prices, the consideration of the health of the women and girls employed infinitely transcends it. After making all reasonable allowances for exaggeration, and for the fact that any illnesses or failure of eyesight or of vitality might occur even if the employees were not in this occupation, I cannot ignore the evidence as to vibration, as to artificial light, as to the strain from speed, as to the hurry, the noise, the fluffy particles, as to the long sitting and stooping, the fatigue, and frequent headaches and injury to eyesight. A great proportion—about one quarter—of the female workers are girls from the age of about fifteen upwards; and at this critical time of their lives they cannot be made victims of the Juggernaut of industry without permanent loss to the nation. It seems reasonable to hold that the more delicate sex should have a lower standard of hours than men, in ordinary occupations. But as the effect of such a ruling must be of far-reaching importance, I felt need of further guidance; and, on my suggestion, the Government requested Mrs. Osborne, of the University, to make a report. Mrs. Osborne has recently returned from England, where she was engaged for about two years under the Minister of Munitions in factories in which large numbers of women were employed. This lady was engaged in night welfare work, was head supervisor in ordnance factories having as many as 2,700 women, investigated under the Health of Munion Workers' Committee the health, welfare, efficiency and output of the workers, acted as investigator for the Industrial Fatigue Research Board. In the course of her investigation of this clothing trade, Mrs. Osborne visited factories and workshops in and around Melbourne, and spoke freely with the workers. According to her report, under the team system there is constant repetition in the machining of some one part of a garment; and the work demands undivided attention on the needle region of the machine. Most of the material is dark, and therefore more trying to the eyes than light material. The strain and the vibration are considerable; and there are fluff and dust. The constant sitting and bending over the machine are injurious. There have not been kept here any records of variations in output; but experience elsewhere shows that with long spells of work there is a "tell-tale falling off" at the end of the day. An unbroken spell of four hours ought to be the maximum allowed in the case of all women in the trade. Except by actual experiment it cannot be ascertained whether the existing output can be main-

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tained with a reduction of hours. In the textile trade in Yorkshire, the raw material being short owing to the war, hours were shortened from  $55\frac{1}{2}$  per week to 45, and at first there was a reduction of output, by 10 per cent only; but in a few weeks the reduction of output was only 5 per cent.

Mrs. Osborne contributes a very interesting experience of her own. She took hourly observations in England where 2,700 women were engaged on certain shell operations. At first, they had  $10\frac{1}{2}$  working hours; then  $7\frac{1}{2}$  working hours. It was found that the work accomplished in 100 minutes of the long-hour system was carried out in 80.5 minutes of the short hours:

- “ 1. There is a marked increase of output on short shifts.
2. Higher efficiency of running of the factory with less idle time as calculated on the possible hours of work is shown when the shifts are of shorter duration.
3. The very considerable loss of time with attendant lengthening of the working day for the workers when there are two meal breaks points to the desirability of shifts of such duration as only to require one meal break.
4. The very low efficiency of the last two hours of the 12-hours shift (12 hours in the factory) is strongly brought out by these data.
5. A marked fall in output is shown in the last four hours of the long shifts, but no such variation in the short shift. This must be taken as distinct indication of daily fatigue.
6. The possibility of running at full output right to the end of the shift is shown by the output records for short shifts. Thus the large amount of idle time indicated in the long-hour records is avoided—to the advantage of the employers and the workers.
7. This falling off in output on the long hours is very strongly evidenced in individual workers' charts, and a comparison of the same workers' record on long and short hours is of value in demonstrating this.”

Mrs. Osborne adopts also the words of memorandum number 5 “Hours of work” issued by the Health of Munition Workers Committee—

“Important as it is that the hours of work for men should be kept within reasonable limits, it is essential that hours of work for women and girls should be even more closely safeguarded. There is a general consensus of opinion (it is, indeed, beyond dispute) that women are unable to bear the

strain of long hours so well as men, and though there is some divergence of views, opinions as to what hours can profitably be worked vary to a much less extent than was found to be the case in regard to men."

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I cannot attempt in this judgment to give anything like an adequate summary of this lady's report<sup>(1)</sup>; but her main conclusion is that a 44-hours' working week is the most suitable for women in the clothing trade, having regard to health efficiency and output. This conclusion derives much added force from the fact that Mrs. Osborne kindly consented to submit to cross-examination in open Court; but although the employers at first requested the opportunity to cross-examine they afterwards withdrew the request.

I am constrained also to state here two significant facts—for it is the way of lawyers, no matter how complete the case may seem in theory, to look for precedent, to look for marks of previous feet on the stepping stones—that the 44-hours system has been recently adopted in the United States—adopted by national voluntary agreement (not award) of the employers and the employees' union, in the clothing trade. This fact is all the more striking and important, inasmuch as the union consists mainly of women and of what are called "Dagoes"—people from the south and east of Europe. It is not a union protected by the American Federation of Labour. The second fact is that the 44 hours' limit has been adopted in New Zealand by an agreement of the 3rd May 1919.

I propose to award the 44 hours; and inasmuch as this is mainly a woman's industry, the women in the union outnumbering the men by nearly five to one (9,761 females, 2,090 males), the hours fixed must be the hours appropriate for the women. In the factories it would, indeed, rarely pay the employer to spend electric power and light for the few men who would be left; and, as I have pointed out, the whole team system would be deranged, and discontent would be aroused.

#### MIDDAY MEAL.

The claim on this subject is—"In no circumstances shall less than three-quarters of an hour be fixed for the time of midday meal." There is, of course, force in the argument that in the city factories girls have little or no use for one hour or even for three-quarters; and that the shorter the meal hour the sooner they are free to go home. The usual practice is to snatch the meal in the workroom or in the washhouse. When the factory is in the suburbs, some girls might make use of the three-quarters of an hour to go home for the meal; but only girls who live in that particular neighbourhood. No facts have been presented to me which would

<sup>1</sup> For a copy of this report see *infra* p. 785.

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enable me to make a satisfactory discrimination between factories; and it is clear that there must be the same time for all the employees in any one factory. If some place—even a flat roof—could be provided where the girls could see the sunshine and feel the fresh air for a few minutes, it would be desirable. In the meantime, I think it better to provide for a uniform minimum of three-quarters of an hour.

#### “ASSISTANT” CUTTERS: TIME BOOK.

A proposal is made by the employers that I should award a lower rate for “assistant” cutters, so as to allow men who have been making or pressing garments to learn the higher art of cutting. The proposal is put in a plausible way; but it is dangerous to make any exception to the minimum rate for either “assistants” or (so-called) “improvers” who are adult. However, I have come to the conclusion that the proposal cannot even be entertained in this arbitration. There is a dispute as to the minimum rate for male cutters, and that dispute has been wholly settled by agreements which are to be filed under s. 24. There is no room left by the agreements in which to fit “assistant” male cutters; and I have no power under s. 24 to award as to matters settled by the agreements.

If an error has been made by the parties as alleged in agreeing that all the employees shall sign the time book each week (clause 71 (c)), the proper course is to apply to the Court to vary the agreement after it has been filed and become an award. I cannot at this stage alter the agreement. The same remark applies to the mistake said to have been made in clause 79.

#### INTERVAL FOR REFRESHMENT.

Claim 58 (h) has been left for my decision. It claims an interval of ten minutes for refreshment for females and apprentices in each spell of four hours duty. There seems to be no keen opposition to the claim; and inasmuch as such a pause would be likely to benefit employers as well as employed, I propose to grant it. Indeed, I am inclined to think, with Mrs. Osborne, that if suitable refreshments were sent round at cost price on a “traveling canteen” the workers would respond by showing new vitality.

#### UNION MISSIONARIES.

I propose to grant claim 71 (d)—that reasonable facilities be afforded in each works to officers of the union “for the necessary work in connexion therewith,” and for permission to post union notices. There is force in Mr. Carter’s argument that one of the “chief objects” of the Act (sec. 2) is “to facilitate and encourage the organization of representative bodies of . . . employees”; and I have frequently found that employers request union officers

to use their influence with employees when trouble arises. I limit the right to enter to lunch time as now requested by the union. The union will sometimes be enabled to trace, in this way, the out-door workers, whom it is otherwise difficult to trace; and to induce non-members to join the union.

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#### FORM OF AWARD.

The form of the agreements made by such respondents as have made agreements has embarrassed me. They do not state the names of the parties agreeing; and they contain some anomalous clauses—(*inter alia*) an undertaking to endeavour to have the terms embodied in an award of the Court. But they have been signed, and it would take much trouble to have them signed again. When parties agree, the agreement ought to be certified and filed under sec. 24; and the Court ought not to be treated as taking responsibility for the terms of the agreement as if they were the result of its deliberate opinion. On the whole, it seems to me to be the best course under the circumstances to permit the agreements to be certified and filed, so as to bind those employers who have signed; and, at the request of all parties who have appeared, I shall make an award to the same effect binding on those who have not signed. In the absence of evidence to the contrary, I may fairly treat the terms to which the signing respondents have agreed as being fair terms for the other respondents.

Part I. of the award contains the substantial terms contained in the agreements; and it will be made binding as an award on the non-signing respondents. Part II. contains the terms on which the parties signing the agreements could not agree; and it will be made binding on both the signing and the non-signing respondents.

*After the parties had spoken to the minutes of the proposed award on the 21st October 1919 His Honour on this date made the following remarks:—*

I have considered the matters suggested in speaking to the minutes, and I have included those words as to piece-work rates which were not specifically mentioned to me in the course of the argument, but which apparently the parties had meant to be incorporated in the award; that is to say, the minimum piece-work rates to be paid to journeywomen are to be the same as those prescribed for journeymen in Part I. Then my principal difficulty has been that question of an interval of ten minutes within every four hours. I certainly should like if the forms of the dispute

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allowed it, even if the spell of duty were only four hours, to interpose an interval of five or ten minutes; but I feel that looking at the form of the claim as it stood I should only do more harm than good if I attempted to have that interval where it is precisely four hours. It would lead (as it has already led in anticipation) to a good deal of friction if I say that whenever there is a four hours spell of duty the girl shall have an interval of ten minutes. The employers who do not wish to have the interval will simply make the spell of duty 3 hours and 55 minutes, and the other spell of duty 4 hours and 5 minutes, and will defeat one of the intervals. At the same time, it will be a great gain to these women if they find that the spell of duty cannot exceed four hours without an interval for rest; and I propose therefore to have it: "Whenever any spell of duty is for more than four hours an interval of ten minutes to be selected by the employer shall be allowed in the third hour." Then with regard to allowing the officer of the union to enter, I propose to leave that as it stands in the draft award. If I find that the power is being abused by the union I shall certainly not be slow in altering the terms of the award if the employers apply to me.

I make the award now and it is to operate as to the minimum rates of pay time-work and piece-work as from the 15th May, and as to all other provisions as from midnight next Sunday, so that you start next week clear.

I make the award.

Award order and prescribe:—

#### PART I.

The minimum rates of wages to be paid by respondents to employees who are members of the claimant organization shall be as follows:—

#### *Order Tailoring—Male Journeymen.*

	Per week.
1. Cutters, namely, males employed marking or cutting out garments for males .. ..	£4 10 0
2. Trimmers, namely, males employed marking or cutting out linings or trimmings .. ..	£3 15 0
3. Fitters, namely, males employed fitting up garments .. ..	£3 15 0
4. Tailors, namely, males employed in making garments .. ..	£3 15 0
5. Machinists, namely, males employed machining garments .. ..	£3 15 0
6 and 7. Pressers, namely, males employed in pressing off garments or pressing any part of a garment, other than seam and under-pressing ..	£3 15 0

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8. Seam and under-pressers, namely, males employed seam and/or under-pressing garments other than those he is making .. .. .	£3 5 0	FEDERATED CLOTHING TRADES <i>and</i> J. A. ARCHER AND OTHERS. <hr/> The President.
9 and 10. Brushers and folders, namely, males employed cleaning, brushing and sorting garments and males employed folding or forwarding garments .. .. .	£3 7 6	

*Order Tailoring—Female Journeywomen.*

13. All coat machinists, namely, females employed machining any part of a coat .. .. .	£2 4 0
14. All other machinists .. .. .	£2 0 0
16. All other coat hands, namely, females employed making any part of a coat other than frock coats of all descriptions, morning coats, full dress coats, and paget coats.. .. .	£2 4 0
17. Trouser hands, namely, females employed making any part of trousers .. .. .	£2 0 0
18. Vest hands, namely, females employed making any part of a vest .. .. .	£2 0 0
18A. Hand button sewers, brushers and folders ..	£1 17 0
19. All other females, namely, females employed in any work not specially classified .. .. .	£1 17 0

*Ladies' Tailoring—Male Journeymen.*

20. Tailors, namely, males employed making ladies' garments .. .. .	£4 0 0
21. Pressers, namely, males pressing off garments ..	£3 15 0

*Female Journeywomen.*

22. Coat hands, namely, females employed making any part of a lady's coat or bodice, or any outer garment (other than a skirt), that is generally made in a ladies' tailoring establishment ..	£2 4 0
23. Coat machinists, namely, females employed machining any part of a lady's coat or bodice or any outer garment other than a skirt, that is generally made in a ladies' tailoring establishment .. .. .	£2 4 0
24. Skirt hands, namely, females employed making any part of a skirt .. .. .	£2 0 0
25. Skirt machinist, namely, females employed machining any part of a skirt .. .. .	£2 0 0
25A. All other females .. .. .	£1 17 0

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Per week.

*Ready-made Clothing—Male Journeymen.*

26. Cutters, namely, males employed folding, laying up, or marking material and cutting out garments .. .. .	£3 15 0
27. Trimmers, namely, males employed marking out or cutting out lining or trimmings .. .. .	£3 15 0
28. Fitters, namely, males employed fitting up garments .. .. .	£3 10 0
29. Tailors, namely, males employed making garments	£3 15 0
30. Machinists, namely, males employed machining garments .. .. .	£3 15 0
32. Pressers, namely, males employed pressing off garments or pressing any part of a garment, other than seam or under-pressing .. .. .	£3 15 0
33. Seam and under-pressers, namely, males employed seam and/or under-pressing garments other than those the employee is making .. .. .	£3 5 0
34 and 35. Brushes and folders, namely, males employed cleaning, brushing, sorting, or folding garments .. .. .	£3 7 6

*Ready-made Clothing—Female Journeywomen.*

37. All coat machinists, namely, females employed doing all classes of machining on coats .. .. .	£2 0 0
38. All other machinists .. .. .	£1 18 6
39. Coat hands, namely, females employed making any part of a coat .. .. .	£2 0 0
40. Trousers hands, namely, females employed making any part of trousers other than machining .. .. .	£1 17 0
41. Vest hands, namely, females employed making any part of a vest other than machining .. .. .	£1 17 0
41A. Hand button sewers, brushers and folders .. .. .	£1 17 0
42. All other females, namely, females employed on any work not specially classified .. .. .	£1 17 0

*Juveniles and Apprentices.*

43A. Juveniles—Males employed seam and under-pressing and not being apprentices—	
16 years of age—per week .. .. .	15s. 0d.
17 years of age—per week .. .. .	20s. 0d.
18 years of age—per week .. .. .	30s. 0d.
19 years of age—per week .. .. .	45s. 0d.
20 years of age—per week .. .. .	55s. 0d.
43B. No person under the age of 16 years shall be employed seam and/or under-pressing.	

- 43c. For the purpose of the award all employees in the industry shall be classified as belonging to one of the following classes:—
1. Journeyman.
  2. Journeywoman.
  3. Indentured apprentices.
  4. Juveniles employed seam and/or under-pressing.
  5. Female improver.
- 43d. Female improvers may be employed in the ready-made section of the industry but no female improvers under the age of 18 years shall be employed in the order section of the industry.
- 43e. All female improvers under the age of 18 years who are employed in the order section of the industry at the time of the award of the Commonwealth Court of Conciliation and Arbitration based on this plaint shall within three months from the date of such award enter into an indenture of apprenticeship in the form set forth in the schedule to the award for such period as with the time already served will complete the period for which they should under the provisions of this award be indentured, and all such apprentices shall be paid wages for the balance of the said term as if they had been indentured at the beginning of the said time already served.
- 43f. *Definition of Improver.*—An improver is one who is not an indentured apprentice or a journeywoman who has served three years at the trade as a trouser and/or vest hand, and/or skirt hand, or four years as a coat hand, and/or who is not being paid at the time of the award of the Commonwealth Court of Conciliation and Arbitration at least the minimum weekly wage or piece-work rates as provided by any State award or determination for journeywoman.
- 43h. *Consent to work for lower wage in certain cases.*—In the case of adult employees who are unable to earn the minimum rate of wage a lower rate may be fixed and paid with the consent in writing of the secretary of the claimant organization or of the secretary of a branch of the claimant organization or with the consent of the Registrar or Deputy Registrar of the Commonwealth Court of Conciliation and Arbitration subject (as to the Registrar or Deputy Registrar) to the powers of the President under section 17 of the Act. The consent must state the name of the person to be employed, the nature of the proposed employment, the name of the proposed employer, the wages to be paid, and the ground upon which the consent is given. Each application must relate to one employee only and must state a term of

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no longer than one year. A copy must be filed with the Registrar or Deputy Registrar and be available for inspection and such copy may be filed by prepaid registered post.

*Apprentices—Males.*

44. Proportionate Number.—Subject to existing indentures one male apprentice to every three or fraction of three persons who are in receipt of at least the minimum wage or piece-work rate.
45. For the purpose of the limitation of apprentices, each section of the industry shall be taken separately.
46. Wages—Males—
- |  |    |          |
|--|----|----------|
| First six months' experience, per week   | .. | 7s. 6d.  |
| Second six months' experience, per week  | .. | 10s. 0d. |
| Third six months' experience, per week   | .. | 12s. 6d. |
| Fourth six months' experience, per week  | .. | 15s. 0d. |
| Fifth six months' experience, per week   | .. | 20s. 0d. |
| Sixth six months' experience per week    | .. | 25s. 0d. |
| Seventh six months' experience, per week | .. | 30s. 0d. |
| Eighth six months' experience, per week  | .. | 35s. 0d. |
| Ninth six months' experience, per week   | .. | 40s. 0d. |
| Tenth six months' experience, per week   | .. | 45s. 0d. |

*Apprentices—Females—Order Tailoring.*

47. Proportionate Number.—Subject to existing indentures one female apprentice to every journeywoman.
48. For the purpose of the limitation of apprentices, and/or improvers, each section of the industry shall be taken separately.
49. Wages—Females—
- |  |    |          |
|--|----|----------|
| First six months' experience, per week   | .. | 7s. 6d.  |
| Second six months' experience, per week  | .. | 10s. 0d. |
| Third six months' experience, per week   | .. | 12s. 6d. |
| Fourth six months' experience, per week  | .. | 15s. 0d. |
| Fifth six months' experience, per week   | .. | 20s. 0d. |
| Sixth six months' experience, per week   | .. | 25s. 0d. |
| Seventh six months' experience, per week | .. | 30s. 0d. |
| Eighth six months' experience, per week  | .. | 35s. 0d. |
- For the purpose of reckoning the proportion of apprentices or/and improvers the number of apprentices and improvers shall be taken together.
- 49A. Female Improvers (18 years or over)—
- |   |    |          |
|---|----|----------|
| First six months' experience, per week  | .. | 20s. 0d. |
| Second six months' experience, per week | .. | 25s. 0d. |
| Third six months' experience, per week  | .. | 30s. 0d. |
| Fourth six months' experience, per week | .. | 35s. 0d. |
- And thereafter journeywomen's wages.

*Ready-made Tailoring Section—Improvers and Juvenile Workers.*

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50. Juveniles, males employed seam and under-pressing and not being apprentices—

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16 years of age, per week	..	..	15s. 0d.
17 years of age, per week	..	..	20s. 0d.
18 years of age, per week	..	..	30s. 0d.
19 years of age, per week	..	..	45s. 0d.
20 years of age, per week	..	..	55s. 0d.

52. Apprentices—Males—Proportionate Number.—One male apprentice to every three or fraction of three persons who are in receipt of at least the minimum wage or piece-work rate.

53. For the purpose of the limitation of apprentices, each section of the industry shall be taken separately.

53A. Wages—Males—

First six months' experience, per week	..	10s. 0d.
Second six months' experience, per week	..	12s. 6d.
Third six months' experience, per week	..	15s. 0d.
Fourth six months' experience, per week	..	17s. 6d.
Fifth six months' experience, per week	..	20s. 0d.
Sixth six months' experience, per week	..	25s. 0d.
Seventh six months' experience, per week	..	32s. 6d.
Eighth six months' experience, per week	..	40s. 0d.
Ninth six months' experience, per week	..	45s. 0d.
Tenth six months' experience, per week	..	50s. 0d.

53c. Apprentices or Improvers—Females—Proportionate Number.—One female apprentice or improver to every journey-woman who is in receipt of at least the minimum wage or piece-work rate.

53d. For the purpose of limiting apprentices, and/or improvers each section of the industry shall be taken separately.

53E. Wages—Female Apprentices—

First six months' experience, per week	..	7s. 6d.
Second six months' experience, per week	..	10s. 0d.
Third six months' experience, per week	..	12s. 6d.
Fourth six months' experience, per week	..	15s. 0d.
Fifth six months' experience, per week	..	20s. 0d.
Sixth six months' experience, per week	..	25s. 0d.
Seventh six months' experience, per week	..	30s. 0d.
Eighth six months' experience, per week	..	35s. 0d.

53F. Female Improvers.—The wages of female improvers shall be the same as the wages for female apprentices.

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53g. In both the order and ready-made sections the apprenticeship for males shall be for a period of five years. The apprenticeship for females on coats and coat machining shall be four years and on trousers and/or vests and trousers and/or vest machining and skirt hands or skirt machining three years.

53h. In both the order and the ready-made sections the proportion of apprentices and improvers in each case shall be based on the average number of journeymen or journeywomen respectively who have been employed at not less than the minimum rates for journeymen and journeywomen during a period of six months prior to the entering into of indentures of the proposed apprentice; such average shall be calculated upon the number of journeymen or journeywomen respectively daily employed.

*Definitions of Order Garment.*

54. Order work, without limiting its meaning, shall include amongst other items, the following work:—

- (1) Bespoke work.
- (2) Garments cut to individual measure.
- (3) Garments that are fitted on.
- (4) Garments cut to chart measure.

Provided that in the case of all uniforms tendered for by contract where there are not less than 25 garments of one particular kind and description notwithstanding they be cut to single measures may be made according to ready-made clothing rates and conditions (plain jackets to rank as sacs and plain tunics to rank as pagets) but must be given to each individual worker in quantities of not less than three garments of one particular kind and description at a time.

*Hours of Employment.*

55. Forty-four hours shall constitute a week's work within the following hours:—Time beginning 8 a.m.; time of ending 6 p.m. on five days of week. Time of beginning 8 a.m. time of ending 1 p.m. on the other day of the week on which the half-holiday is usually observed.

*Midday Meal.*

56. In no circumstances shall less than three-quarters of an hour be fixed for the time of the midday meal.

*Overtime within the Hours Fixed and Worked at the Employers' Request.*

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57. (a) Any employee (piece or weekly) who within the hours fixed for beginning and ending work, is employed in excess of the hours fixed for any one day shall be paid for such excess time as follows:—

- (b) Weekly hands, time and a half.
- (c) Piece-workers, males 9d. per hour on time worked in addition to ordinary piece rates. Females 6d. per hour on time worked in addition to ordinary piece rates.

*Overtime outside the Hours Fixed and Worked at the Employers' Request.*

58. (a) Any time worked outside the ordinary working hours shall be paid for as follows, with the addition of 1s. to provide a meal:—

- (b) Weekly hands, time and a half.
- (c) Piece-workers, males 9d. per hour on time worked in addition to the piece-work rates.
- (d) Females 6d. per hour on time worked in addition to the piece-work rates.
- (e) No apprentice under the age of 16 years shall be worked overtime but an apprentice over 16 years of age may be worked overtime with his or her consent.
- (f) No work shall be performed during the ordinary meal time.

*Different Classes of Work.*

59. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under the award; but if he or she is engaged for less than half of any such week he or she shall only be paid at the rate fixed by the award for the work he or she actually performs.

*Turns to be Observed.*

61. Employers shall in slack times observe turns for weekly and piece-workers (including outdoor workers) for coat, sac, trousers, and vest hands in the respective classes of garments provided that journeymen and journeywomen having apprentices shall be allowed on their turn extra work

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equivalent to the wages of the apprentices during the time the turn system is in operation. The employer shall keep in the work-room a true record of every turn which shall be open to the inspection of the employees.

62. *Normal Average Output—Order Section.*

- 62A. In the order section of the industry where there is a normal average output by a weekly employee and the weekly employee makes more than that amount in the ordinary working hours of any one week such employee shall be entitled to additional wages for such week for such extra work proportionate to the extra work done in comparison with the normal average output together with an additional 20 per cent. on such extra work:

Example, the wages of a vest worker are 40s. If her normal average output is two vests then in any week in which she makes three in the ordinary working hours she is entitled to £3 4s. being 40s. plus 20s. plus 20 per cent. of 20s.

62B. *Normal Average Output—Ready-made Section.*

- 62C. In the ready-made section of the industry where there is a normal average output by a weekly employee and the weekly employee makes more than that amount in the ordinary working hours of any one week such employee shall be entitled to additional wages for such week for such extra work proportionate to the extra work done in comparison with the normal average output.

*Wages—How Paid.*

63. The week shall terminate on a day other than Monday or Saturday and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than the day following the termination of the week.

*Waiting for Work—Piece-workers.*

64. (a) Coat Makers.—The rule as to waiting for work shall be as follows:—At the first try on, when the worker has picked the coat to pieces and given it to the cutter to mark up and recut, should the operative be detained for more than 20 minutes before the cutter returns same, the operative shall be paid for any time over the said 20 minutes as follows:—

Males, at the rate of 1s. 6d. per hour.

Females, at the rate of 1s. per hour.

(b) All other piece-workers who are authorized or requested to wait for work on any one day for more than half-an-hour in the factory or workshop shall be paid for such waiting time at the rate as follows:—

Males, at the rate of 1s. per hour.

Females, at the rate of 9d. per hour.

The above rates shall be payable provided that the employee has not another job on hand.

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#### *Collecting Logs.*

68. Where piece-work is in operation, the employer shall make arrangements for collecting the logs and the employees need not leave their places.

#### *Holidays.*

69. All weekly employees, including apprentices and improvers whether in a city or elsewhere, shall be entitled to the following holidays without deduction of pay:—New Year's Day, 26th January, Good Friday, Easter Monday, Eight Hours' Day, King's Birthday, Christmas Day, and Boxing Day (in all States except South Australia and in South Australia Commemoration Day) or such other days as by law or otherwise are observed in the State in lieu of the said days respectively.

#### *70. Payment for Work on Holidays Worked at Employers' Request.*

70A. Any employee who is employed on a Sunday or any holiday provided for herein shall be paid at the rate of ordinary time in addition to his weekly rate.

70B. Piece-workers employed on Sundays or holidays shall be paid at log rates and in addition at the rate provided for weekly workers for the time so worked.

#### *71. Visiting Workshops.*

71A. Any person duly authorized by the Registrar or Deputy Registrar in writing (such authorization shall be terminable at the will of the Registrar or Deputy Registrar) shall have power to inspect any part of a factory, work-shop or place where it is believed that a breach of the award is occurring or has occurred, but no person shall be entitled to inspect any part of a factory, work-shop, or place, unless a report in writing of the breach or suspected breach of the award shall have been previously lodged with the secretary of the State branch of the union.

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71B. At least six hours' notice shall be given by such authorized person prior to his actual going on the premises, and the employer shall be notified of his arrival, and shall in person or by his nominee be entitled to accompany the authorized person and shall provide access to the wages-book or time-sheet of any employee bound by the award. The necessary proof that the employee is so bound shall be supplied by the authorized person. The work and duties of the employees shall be interfered with as little as possible by the authorized person.

71C. Employers shall provide on each factory, work-shop, or place, where work is carried on for him, a time-book or sheet. Such time-book or sheet shall contain a correct account of the hours worked and wages received by each employee bound by the award. Such book or time-sheet shall be kept correctly, entered up in ink, and shall be signed each week by the employee so bound, verifying the accuracy of the hours worked, and to the amount of wages received.

72. *Terminating Employment.*

72A. In order to terminate employment, two days' notice shall be given on any day with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted.

72B. *Weekly Wages, How Paid.*—All weekly wages shall be paid in full unless the employer on the day ending any week gives notice to his employee of any day in the following week on which he or she will not be wanted.

72C. Notwithstanding anything contained in clause 72B, the employees shall be paid for the holidays provided for in the award.

72D. *Employees Absenting Themselves.*—No employee shall without just cause be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where the wages are fixed at per week, the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by the award.

*Outdoor Employees.*

74. All work shall be done in the workshop provided and controlled by the employer except where a permit shall be given by the Registrar or Deputy Registrar, which permit

shall only be given after due notice of the application therefor shall be served on the State branch of the claimant union. Such notice to be given by registered letter and only in the following cases:—

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- 74A. That the person to whom it is proposed to give such work out is unable to work on the employer's premises by reason of infirmity, old age, or domestic ties.
- 74B. From lack of accommodation on the employer's premises, provided that in such case the employer shall not have more than one such outdoor worker to every ten indoor workers or fraction thereof.
- 74C. Persons doing outdoor work shall not employ labour except that of members of their own family resident with them.
- 74D. Persons doing outdoor work shall not work for more than one employer except by the consent of the Registrar.
- 74E. Such outdoor worker shall be paid for at the piece-work rates provided for by this award.
- 74F. Outdoor workers shall be provided free of charge with cotton, silk, thread, and all other sewings and trimmings used in manufacturing of garments.

*Award Posted.*

76. A copy of the award or agreement shall be posted in a prominent place in the work-room on receipt of same from the secretary or branch secretary of the union.
78. All apprentices shall be indentured in accordance with the form of indenture set forth hereunder and a copy of each indenture shall be delivered by the employer to the apprentice.

The term of this award shall be for a term of three years from the 15th May, 1919.

FORM OF INDENTURE.

This indenture made the \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_ between \_\_\_\_\_ (employer) (apprentice) \_\_\_\_\_ (parent or guardian) for themselves their executors administrators or assigns witnesseth that the said \_\_\_\_\_ (the employer) doth hereby covenant with the said \_\_\_\_\_ (apprentice) and the said \_\_\_\_\_ (parent or guardian) that he the said employer will—

- (a) Take and receive the said apprentice as his apprentice for the full term of \_\_\_\_\_ years from the day of \_\_\_\_\_

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(b) To the best of his power knowledge and ability teach and instruct or cause to be taught and instructed the said apprentice in the art and craft of (here insert the branch the apprentice is to learn) which shall include proficiency as indicated in the schedule to this indenture.

(c) Pay to the said apprentice (during such time as he/she shall observe and perform the terms of this indenture) wages at the rate following (that is to say):—

During the currency of this indenture—

1st year—1st 6 months	at the rate of	*	per week
	of		
	hours.		
2nd 6	”	”	”
2nd year—1st 6	”	”	”
2nd 6	”	”	”
3rd year—1st 6	”	”	”
2nd 6	”	”	”
‡4th year—1st 6	”	”	”
2nd 6	”	”	”
‡5th year—1st 6	”	”	”
2nd 6	”	”	”

\*The rates to be inserted should be based upon the scale fixed by the award.

‡ Strike out if not applicable owing to previous experience.

(d) Pay to the said apprentice such further rates for overtime worked as may be fixed by the award of the Commonwealth Court of Conciliation and Arbitration.

(e) On completion of the term herein named hand over to the said apprentice a copy of this agreement with a certificate to the effect that the said term has been served thereon. Provided that this shall be conditional on the said apprentice serving the said term and observing and fulfilling the covenants herein.

and that the said apprentice and

parent or guardian covenant with the said employer that — the he  
 she

said apprentice during the said term (unless the employer shall remove his business to some place beyond the radius of three miles from his present place of business in which case the apprentice

he his  
 may if — so elect claim to have — indenture assigned to some she her

other employer within the radius if any there be or if there be none such to be released from this agreement) will—

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- (a) Well faithfully and honestly serve the said employer as an apprentice in his trade or business aforesaid
- (b) Willingly obey the lawful orders and comands of the said he employer or of such of his representatives as — the she said apprentice shall be placed under in the said business.
- (c) Not do or commit nor suffer to be done or committed any waste damage or other injury to the property or goods of the said employer or any firm or company of which he may be a member or lend them to any person without the consent of the said employer. himself
- (d) Not unlawfully absent ——— from the service of the herself said employer during business hours.
- (e) Not by word or action induce other apprentices to disobedience.

And it is hereby specially agreed by all the parties to this indenture that in case any of the covenants hereof are broken by any party hereto, the Registrar or Deputy Registrar of the Commonwealth Court of Conciliation and Arbitration, or any stipendiary or police magistrate of any State of the Commonwealth shall have power to cancel and make an end of this indenture of apprenticeship if he is satisfied that any covenant or covenants have been broken and that it is desirable to do so.

It is hereby further agreed—

- (1) That the said apprentice shall not be paid for any time he his his — shall be absent from — said duties through — own she her her wilful default and neglect or through illness or through himself his absenting ——— from — said employer's service with- herself her out leave or licence.
- (2) That the said apprentice shall not be entitled to a higher he rate of pay until — has actually worked for a period of she six months at the next preceding rate.

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(3) That in computing the period of six months all time worked as overtime shall be allowed as a set-off against any absence during the said period.

And for the true performance of all and every of the said covenants and agreements each of the said parties bindeth himself or herself (as the case may be) to the other by these presents.

Signed, sealed, and delivered by the said—

Employer—	Witness—
Apprentice—	Witness—
Parent or Guardian—	Witness—

SCHEDULE REFERRED TO.

*Branch—Proficiency in.*

Order Cutter.—Theory and practice of drafting and cutting out such garments as are usually made by the employer to whom the apprentice is bound, and the practice of “trying on” in any shop or factory where the custom is to “try on” such garments.

Stock Cutter.—Theory and practice of marking out, cutting out, and fitting up all such garments as are usually made by the employer to whom the apprentice is bound, and a general knowledge of the relative positions of each part of such garments.

Trimmer.—Marking out and cutting out linings and trimmings for all such male outer garments as are usually made by the employer to whom the apprentice is bound.

Presser.—“Pressing off” all such garments as are usually made by the employer to whom the apprentice is bound.

Coat Machinist (Order or Stock).—Machining all parts of a coat.

Vest Machinist (Order or Stock).—Machining all parts of a vest.

Trousers Machinist (Order or Stock).—Machining all parts of a pair of trousers.

Order Coat Maker.—Making all parts of, at least, a sac coat, including button-holes by hand.\*

Order Vest Maker.—Making all parts of a vest, including button-holes by hand.\*

Order Trousers Maker.—Making all parts of a pair of trousers, including button-holes by hand.\*

\* If the latter is the practice in the establishment of the employer to whom the apprentice is bound.

N.B.—A copy of this indenture shall be supplied to the apprentice.

The following rates for piece-work shall be the minimum rates for the undermentioned work when performed on piece-work by members of the claimant organization, and the following conditions shall govern and apply to all such piece-work performed by members of the claimant organization.

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The said rates are agreed to after allowing an additional percentage on the weekly rates to cover extra lost time. Also, in consideration of piece-workers not receiving payment for holidays fixed by this award.

*Order Tailoring.*

79. Sac coat.—Preamble: Two pockets, with or without flaps, two inside jetted pockets, ticket pocket, in or outside, without flaps; fitting up; cuts in waist or elsewhere (one pair only); all edges, pockets and buttons to be stayed; pocket tacks by hand; canvas through foreparts; also lapels and collar; haircloth through shoulders padded by hand, not exceeding 10 inches in length; three plies of wadding on shoulder point; wadding in wings; one puff in each seye; all linings felled; inside collar sewn on by hand; with or without back seam; one row of stitching by machine on edge; vent at cuff; with buttons; sewing on label and hanger; hand-made button-holes, buttons sewn on by hand.

	Males.		Females.	
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
80. Standard starting price—By machine ..	25	0	16	0
81. When a worker does his or her own machining, add to the above price ..	1	4	1	0
82. When any of the undermentioned parts are done by hand on a machine coat, such part or parts shall be charged as an extra.				
83. One pair of cuts .. ..	0	4	0	3
84. Seaming on facings .. ..	1	4	1	0
85. Seaming side seams .. ..	0	8	0	6
86. Shoulder seams .. ..	0	8	0	6
87. Seaming sleeves in .. ..	0	8	0	6
88. Seaming back seam .. ..	0	8	0	6
89. Two outside pockets .. ..	1	4	1	0
90. Stitching edges, one row .. ..	2	8	2	0

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		s.	d.	s.	d.	
	91. Making sleeves and sleeve linings .. .. .	2	0	1	6	
	92. Inside breast pocket .. .. .	0	8	0	6	
	93. In or outside ticket pocket .. .. .	0	8	0	6	
	94. Covering collar .. .. .	0	4	0	3	
	95. Exclusive of stitching flaps or welts, when pockets are seamed in partly by hand and partly by machine, two-thirds of hand price to be added.					
	<i>Extras.</i>					
	96. Extras, sac coat (not provided for in the preamble).					
	97. Unless machine is specially mentioned, such extras are by hand.					
	98. If any extra is done by machine, charge half hand price.					
	99. Over sizes—Hand or machine—					
	100. Double-breasted coat .. .. .	2	8	2	0	
	101. If 48 inches or over from hole to button when finished (chest measurement) .. .. .	2	8	2	0	
	102. If double-breasted lapel collar on single-breasted coat .. .. .	1	4	1	0	
	103. Pockets.—					
	104. Flap pocket, mouth raised and stitched and stitched in facing .. .. .	0	8	0	6	
	105. Flaps or welts on in or outside patch pockets, each .. .. .	0	8	0	6	
	106. Flaps not provided for, each .. .. .	0	8	0	6	
	107. Outside breast pocket .. .. .	2	0	1	6	
	108. Inside breast pocket .. .. .	1	4	1	0	
	109. Ticket pocket, in or out, without flap .. .. .	1	4	1	0	
	110. Each hole and button on pocket flap .. .. .	0	4	0	3	
	111. Patch pocket, plain, without flap or welt, lined or unlined, each .. .. .	2	0	1	6	
	112. Inside skirt pocket, welt or jetted, not exceeding 10 inches in width, each .. .. .	1	4	1	0	
	113. Sleeves.—					
	114. Vent at hand, with stitching around .. .. .	1	0	0	9	
	115. Cuffs formed without stitching around .. .. .	0	8	0	6	
	116. Cuffs formed with stitching around .. .. .	1	4	1	0	
	117. Each hole and button in sleeve hand .. .. .	0	4	0	3	
	118. False cuffs .. .. .	0	8	0	6	
	119. False cuffs, if filled up .. .. .	1	4	1	0	
	120. Gauntlet or bishop cuffs .. .. .	2	8	2	0	

	Males.		Females.		1919. FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS. The President.
	s.	d.	s.	d.	
121. Half-gauntlet cuffs .. .. .	1	8	1	3	
122. Wristlet or elastic cuffs .. .. .	2	8	2	0	
123. Plain row of gold or silver tracing braid around cuffs, each .. .. .	0	8	0	6	
124. Curls of lace, if crimped by workmen, each	1	4	1	0	
125. Gold or silver lace around cuff, each row ..	1	4	1	0	
126. Canvas through cuffs .. .. .	0	8	0	6	
127. Vents—					
128. Back vent, not exceeding 10 inches in length .. .. .	1	4	1	0	
129. Back vent, over 10 inches up to 13 inches ..	2	0	1	6	
130. Back vent, over 13 inches .. .. .	2	8	2	0	
131. Vent, with morning coat tack, extra ..	0	4	0	3	
132A. Back seam, single taped .. .. .	0	8	0	6	
132B. Back seam, double taped .. .. .	1	4	1	0	
133. Back seam, felled or stitched inside in any manner .. .. .	0	8	0	6	
134. Side vents, each .. .. .	0	8	0	6	
135. Stitching edges and seams.—					
136. Binding edges .. .. .	3	4	2	6	
137. Flat braiding on sac coats, same as morning coats.					
138. Second row of stitching on edges, sac coat ..	2	8	2	0	
139A. Second row of stitching on all coats ..	2	8	2	0	
139B. Second row of stitching on all coats, if machined for the maker .. .. .	(nil)		(nil)		
139C. Second row of stitching on all coats, if machined by the maker .. .. .	0	4	0	3	
140A. Second row of stitching on bottom of all coats .. .. .	1	4	1	0	
140B. Second row of stitching on bottom of all coats, if machined for the maker ..	(nil)		(nil)		
140C. Second row of stitching on bottom of all coats, if machined by the maker ..	0	4	0	3	
141. Single-stitched and raised seams on sac coat	4	0	3	0	
142. Double-stitched raised seams on sac coats ..	6	8	5	0	
143A. Single-stitched raised seams by machine ..	2	0	1	6	
143B. Double-stitched raised seams, machined by maker .. .. .	3	0	2	3	
144. Strapped seams, for every 3 inches or part thereof .. .. .	0	3	0	2	
145. Binding edge, one side by hand, one side by machine .. .. .	1	4	1	0	

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		<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
	146. Edges of sac coat pricked by hand ..	4	0	3	0
	147. Felled edges .. ..	2	8	2	0
	148. Unlined sac coats.—				
	149. If unlined and hand finished inside, <i>i.e.</i> , back of facing, bottom of coat, side seams and back seams felled, tacks covered by hand ..	1	4	1	0
	150. If unlined, and binding finished inside, <i>i.e.</i> , bottom of coat, back of facing, and seams bound .. ..	2	8	2	0
	151. If lining at bottom of coat is not felled, but stitched and left open .. ..	0	4	0	3
	152. Wadding and padding.—				
	153. Double canvas through shoulders in all coats by hand .. ..	0	8	0	6
	154A. Double canvas through shoulders, sewn together by hand, and breast formed ..	1	4	1	0
	154B. Double canvas through shoulders, sewn together by machine, and breast formed ..	0	8	0	6
	155. Shoulder or back pad, not exceeding six plies	0	8	0	6
	156. Built shoulders, cloth, canvas, &c. ..	1	4	1	0
	157. Yankee or formed shoulders, with puffs ..	3	4	2	6
	158. Each extra pair of puffs in facing after first pair .. ..	0	4	0	3
	159. Wings, by hand, per pair .. ..	0	8	0	6
	160. Flannel seamed in with lining, by hand ..	0	8	0	6
	161. Interlining body and back with flannel ..	0	8	0	6
	162. Haircloth through shoulders.—				
	163. If 4 inches below level of seye, with padding	0	8	0	6
	164. If continued to waist with padding ..	1	4	1	0
	165. If continued to full length of coat ..	2	8	2	0
	166. Button-holes and buttons.—				
	167. 22 line or over or vest holes, per dozen ..	—		1	4
	168. 30 line or over or coat holes, per dozen ..	—		2	0
	169. 36 line or over or coat holes, per dozen ..	—		2	4
	170. 45 line or over or coat holes, per dozen ..	—		2	9
	171. Covered buttons, per dozen .. ..	—		1	3
	172. Eyelet holes, per dozen .. ..	—		0	9
	173. Sewing on buttons, per dozen .. ..	—		0	6
	174. Silk facings.—				
	175. Full size, with material or domette underneath .. ..	4	0	3	0
	176. Full size without material or domette underneath .. ..	2	0	1	6

	Males.		Females.		1919. FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS. The President.
	s.	d.	s.	d.	
177. Small silk facing on turn, not exceeding 12 inches in length .. .. .	1	4	1	0	
178. Bastes.—					
179. Skeleton baste—					
180. With single-basted seams and one sleeve ..	1	4	1	0	
181. Single-basted seams, one sleeve and collar ..	1	8	1	3	
182. Single-basted seams, two sleeves and collar..	2	0	1	6	
183. With lapped seams, and one sleeve ..	2	0	1	6	
184. With lapped seams, one sleeve and collar ..	2	4	1	9	
185. With lapped seams, two sleeves and collar ..	2	8	2	0	
186. Full baste, including wadding, padding, fac- ings, seams pressed open .. .. .	4	0	3	0	
187. Forward try-on, including basting in two sleeves and collar, when foreparts are made up .. .. .	1	4	1	0	
188. DRESS LOUNGE.—Preamble—To start with three pockets, the remainder to be the same as the preamble for sac coats.					
189. Standard starting price—By machine ..	24	0	16	0	
190. For silk facings and other extras, see sac coat (item 174).					
191. NORFOLK JACKET.—Preamble—Same as fixed for sac coats (see item 79).					
192. Standard starting price—By machine ..	25	0	16	0	
193. Hand work, see sac coat (see items 83 to 95).					
194. Extras, Norfolk jacket.—					
195. Plaits, seamed and pressed over, single stitched, each .. .. .	1	4	1	0	
196. Plaits, seamed and pressed over, double stitched, each .. .. .	2	0	1	6	
197. Belt, single stitched .. .. .	2	8	2	0	
198. Belt, double stitched .. .. .	4	0	3	0	
199. Cartridge pockets, all round belt ..	2	0	1	6	
200. Sleeves plaited or gathered into band at wrist, with two holes and buttons ..	2	8	2	0	
201. If yoked back and front .. .. .	2	8	2	0	
202. If yoked at front only .. .. .	1	4	1	0	
203. If yoked at back only .. .. .	1	4	1	0	
204. If scalloped yokes at back and front ..	3	4	2	6	
205. If scalloped yokes at back only ..	2	0	1	6	
206. If scalloped yoke at front only ..	2	0	1	6	
207. Basting plaits or belt in skeleton baste, each	0	4	0	3	
208. Belt across back .. .. .	1	4	1	0	

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	Males.		Females.	
	s.	d.	s.	d.
209. For other extras, see sac coat.				
210. SPECIAL JACKETS.—Smoking, cricket and boating jackets made of flannel, serge, Italian cloth, alpaca, russel, cord, drill, silk, cotton, linen, duck, crash (white or coloured) or similar material:—				
211. Preamble.—Single-breasted, with five holes and buttons, two patch pockets, stitched edges, plain cuff, felled seams.				
212. Standard starting price—By machine ..	21	0	14	0
213. Corded edges .. .. .	2	8	2	0
214. For other extras and hand work, see sac coat.				
215. CHESTERFIELD OR SINGLE-BREASTED OVER-COAT.—				
216. Preamble—Length not exceeding 45 inches; fitting up; three jetted pockets inside; two flap pockets outside; all edges, pocket, and buttons to be stayed; pocket tacks by hand; canvas through foreparts, lapels and collar; haircloth through shoulders, not exceeding 10 inches in length; padded by hand; three plies of wadding on shoulder point; one puff in each scye; all linings felled; under arm seams; collar sewn on by hand; holes and buttons by hand; label and hanger.				
217. Standard starting price—By machine ..	29	0	19	4
218. When a worker does his or her own machining, add to the above price .. ..	2	0	1	6
219. When any of the undermentioned parts are done by hand, on a machine-made coat, such part or parts shall be charged as an extra:—				
220. One pair of cuts .. .. .	0	4	0	3
221. Seaming on facings .. .. .	2	0	1	6
222. Seaming side seams .. .. .	1	4	1	0
223. Seaming shoulder seams .. .. .	0	8	0	6
224. Seaming sleeves in .. .. .	1	0	0	9
225. Seaming back seam .. .. .	1	0	0	9
226. Two outside pockets .. .. .	1	4	1	0
227. Stitching edges, one row .. .. .	3	4	2	6
228. Making sleeves and sleeve linings .. .. .	2	0	1	6
229. Inside breast pocket .. .. .	0	8	0	6
230. In or outside ticket pocket .. .. .	0	8	0	6

	Males.		Females.		1919.
	s.	d.	s.	d.	FEDERATED CLOTHING TRADES <i>and</i> J. A. ARCHER AND OTHERS. The President.
231. Seaming on outside collar .. ..	0	4	0	3	
232. Extras, Chesterfields (if not provided for in the preamble):—					
233. Unless machine is specially mentioned, the following extras are by hand:—					
234. If any extras are done by machine, charge half hand price.					
235. Over sizes.—					
236. If 52 inches or over from hole to button when finished (chest measurement) ..	2	8	2	0	
237. Each additional 3 inches or part thereof, over 45 inches in length .. ..	0	8	0	6	
238. Raised seams, whole coat, by hand ..	6	0	4	9	
239. Raised seams, whole coat, by machine ..	2	8	2	0	
240. Edges, when pricked by hand .. ..	6	8	5	0	
241. Edges, each extra row of stitching by hand..	3	4	2	6	
242. Felled edges .. .. .	4	0	3	0	
243. Bastes.—					
244. Skeleton baste—					
245. With single-basted seams and one sleeve ..	2	0	1	6	
246. With single-basted seams, one sleeve and collar .. .. .	2	4	1	9	
247. With single-basted seams, two sleeves and collar .. .. .	2	8	2	0	
248. With lapped seams and one sleeve ..	2	8	2	0	
249. With lapped seams, one sleeve and collar ..	3	0	2	3	
250. With lapped seams, two sleeves and collar ..	3	4	2	6	
251. Tabs and Belts.—					
252. Tab, with hole and button, by hand ..	1	4	1	0	
253. Tab, with hole and button, by machine ..	0	8	0	6	
254. Belt, one hole, two buttons, by hand ..	3	4	2	6	
255. Belt, one hole, two buttons, by machine ..	2	0	1	6	
256. Collar tab (swivel or otherwise), two holes and buttons, by hand .. .. .	1	8	1	3	
257. Collar tab (swivel or otherwise), two holes and buttons, by machine .. .. .	1	0	0	9	
258. Loops, by hand, each .. .. .	0	8	0	6	
259. By machine, each .. .. .	0	3	0	2	
260. Flies and vents.—					
261. Fly in front of coat, by hand .. ..	2	8	2	0	
262. Fly in front of coat, by machine .. ..	1	4	1	0	
263. Fly in back of coat, by hand .. ..	2	8	2	0	

1919.		Males.		Females.	
		s.	d.	s.	d.
FEDERATED CLOTHING TRADES	264. Fly in back of coat, by machine ..	..	1 4	1	0
	265. Fly front in cape ..	..	1 4	1	0
<i>and</i> J. A. ARCHER AND OTHERS.	266. Vents.—				
The President.	267. Vents at side, under 6 inches long, faced or unfaced, each ..	..	0 8	0	6
	268. Back vent, not exceeding 10 inches in length		1 4	1	0
	269. Back vent, over 10 inches in length, up to 13 inches ..	..	2 0	1	6
	270. Back vent, over 13 inches ..	..	2 8	2	0
	271. Vent, with morning coat tack ..	..	0 4	0	3
	272A. Back seam, single taped ..	..	1 0	0	9
	272B. Back seam, double taped ..	..	1 8	1	3
	273. Back seam, felled or stitched inside in any manner ..	..	1 0	0	9
	274. Silk facings.—				
	275. Full size, with material or domette underneath ..	..	5 4	4	0
	276. Without material or domette underneath ..	..	2 8	2	0
	277. Small silk facing on turn, not exceeding 12 inches ..	..	1 4	1	0
	278. Seams.—				
	279. Strapped seams by machine ..	..	5 4	4	9
	280. For other extras to seams, see extras on sac coat.				
	281. For all other extras, see extras on other garments.				
	282. FROCK AND DRESS COATS.—				
	283. Preamble—Double-breasted, two plait pockets and one inside breast pocket jetted; all edges, pockets and buttons to be stayed; pocket tacks by hand; canvas through foreparts, lapel, and collar; haircloth through shoulders, padded by hand; three plies of wadding on shoulder; six rows of stitching in side body; collar sewn on by hand; one puff in each scye; all linings felled; holes and buttons; label and hanger.				
	284. Standard starting price—By machine ..	..	37 6	—	—
	284B. Dress coat with silk roll collar, to count as plain coat.				
	285. When a worker does his or her own machining add to the above price ..	..	2 0	—	—

				Males.	Females.	1919.
				s. d	s. d.	FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS. The President.
286.	When any one of the undermentioned parts is done by hand on a machine-made coat, such part or parts to be charged as an extra:—					
287.	One pair of cuts .. .. .	..	..	0 4	—	
288.	Under-arm seams .. .. .	..	..	0 4	—	
289.	Waist seams .. .. .	..	..	0 8	—	
290.	Lapel seams .. .. .	..	..	0 8	—	
291.	Side seams .. .. .	..	..	0 8	—	
292.	Shoulder seams .. .. .	..	..	0 8	—	
293.	Two plait pockets .. .. .	..	..	1 4	—	
294.	One inside breast pocket .. .. .	..	..	0 8	—	
295.	Stitching edges .. .. .	..	..	2 8	—	
296.	Making sleeves and sleeve linings .. .. .	..	..	2 0	—	
297.	Seaming on outside collar .. .. .	..	..	0 4	—	
299.	Joining coats .. .. .	..	..	0 8	—	
300.	Seaming in sleeves .. .. .	..	..	0 8	—	
301.	Extras, frock and dress coats (if not provided for in the preamble).—					
302.	If machine is not specially mentioned all extras are by hand.					
303.	If any extra is not by machine, charge half hand price.					
304.	Binding edges .. .. .	..	..	4 0	—	
305.	Edges turned and felled or stoated .. .. .	..	..	2 8	—	
306.	Braid laid flat on one side .. .. .	..	..	4 0	—	
307.	Braid laid flat, doubled to waist .. .. .	..	..	5 4	—	
308.	Braid laid flat, continued full length .. .. .	..	..	8 0	—	
309.	Braid laid flat, if back stitched, extra .. .. .	..	..	2 8	—	
310.	Gallon or binding, felled one side, and back stitched the other .. .. .	..	..	5 4	—	
311.	Cord on edge .. .. .	..	..	4 0	—	
312.	Quilted back lining, in $\frac{1}{2}$ inch, half way down .. .. .	..	..	2 8	—	
313.	Quilted sides in $\frac{1}{2}$ inch, half way down .. .. .	..	..	2 8	—	
314.	Quilted sides in $\frac{1}{4}$ inch, half way down .. .. .	..	..	5 4	—	
315.	Quilted back linings in $\frac{1}{4}$ inch, half way down .. .. .	..	..	5 4	—	
316.	Plain side edges, with three buttons .. .. .	..	..	1 4	—	
317.	Plain side edges, with one button .. .. .	..	..	0 8	—	
318.	Flaps in waist .. .. .	..	..	2 0	—	
319.	Flannel seamed in with sleeve lining .. .. .	..	..	0 8	—	
320.	Back and body interlined with flannel .. .. .	..	..	1 4	—	
321.	Plaits, felled down from outside, per pair .. .. .	..	..	0 8	—	
322.	Pockets across skirts, welt or jetted, each .. .. .	..	..	1 4	—	

1919.		Males.	Females.
FEDERATED CLOTHING TRADES		s. d.	s. d.
and J. A. ARCHER AND OTHERS. The President.	323. Pocket across skirt, plain, under flap, per pair .. .. .	1 4	—
	324. Silk facings on front of breast, without domette ' .. .. .	2 8	—
	325. Silk facings on breast, with domette or other material underneath .. .. .	3 4	—
	326. Full silk facing, without domette or other material underneath .. .. .	3 0	—
	327. Full silk facing, with domette or other material underneath .. .. .	4 0	—
	328. Bastes.—		
	329. Skeleton Baste—		
	330. Single-basted seams and one sleeve ..	2 0	—
	331. With single-basted seams, one sleeve and collar .. .. .	2 4	—
	332. With single-basted seams, two sleeves and collar .. .. .	2 8	—
	333. With lapped seams and one sleeve ..	2 8	—
	334. With lapped seams one sleeve and collar ..	3 0	—
	335. With lapped seams, two sleeves and collar ..	3 4	—
	336. Full baste, including wadding, padding, facings, and seams pressed open .. .. .	5 4	—
	337. Forward try-on .. .. .	2 0	—
	338. For other extras, see sac coat.		
	339. FROCK OVERCOAT—By machine .. .. .	37 6	—
	340. Preamble—Frock overcoats to start same price as frock or dress coats, with all extras and additions for hand work to be the same.		
	341. MORNING COAT.—		
	342. Preamble—Two plait pockets and outside breast pocket jetted; all edges, pockets, and buttons to be stayed, pocket tacks by hand, canvas through foreparts, lapel and collar, and haircloth through shoulders not exceeding 10 inches in length, padded by hand, three plies of wadding on shoulders, six rows of stitching inside body, collar sewn on by hand; one puff in each seye, all linings felled, holes and buttons by hand, label and hanger.		
343. Standard starting price—By machine ..	30 0	—	

	Males.	Females.	1919.
	s. d.	s. d.	
344. When a worker does his or her own machining add to the above price .. ..	2 0	—	FEDERATED CLOTHING TRADES <i>and</i> J. A. ARCHER AND OTHERS. — The President.
345. For all hand work see frock and dress coats (items 287 to 300).			
346. Extras, morning coat (if not provided for in the preamble).—			
347. All extras are by hand, if machine is not specially mentioned.			
348. If any extra is done by machine, charge half hand price.			
349. For all extras on morning coat, see sac, frock, or dress coats.			
350. Bastes.—			
351. With single-basted seams and one sleeve ..	2 0	—	
352. With single-basted seams, one sleeve and collar .. .. .	2 4	—	
353. Single-basted seams, two sleeves and collar ..	2 8	—	
354. With lapped seams, and one sleeve ..	2 4	—	
355. With lapped seams one sleeve and collar ..	3 0	—	
356. With lapped seams, two sleeves and collar ..	3 4	—	
357. Forward try-on .. .. .	1 4	—	
358. Full baste to include wadding, padding, facings and seams pressed open .. ..	4 8	—	
359. Pockets, &c.—			
360. On shooting coats:—			
361. Hare pocket .. .. .	2 0	—	
362. Bag .. .. .	2 8	—	
363. Gun pieces .. .. .	1 4	—	
365. INVERNESS CAPE.—			
366. Preamble—Two pockets, four holes in front and three in cape (unlined).			
367. Standard starting price—By machine ..	25 0	15 0	
368. When a worker does his or her own machining, add to the above price .. ..	1 4	1 0	
369. For all hand work, see chesterfields.			
370. Extras, on Inverness cape.—			
371. If 52 inches or over from hole to button when finished (chest measurement) ..	2 8	2 0	
372. If garment be lined .. .. .	4 0	3 0	
373. Each additional 3 inches or part thereof over 45 inches in length .. ..	0 8	0 6	
374. Seams.—			
375. Raised seams, whole coat, by hand ..	6 0	4 6	

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		s.	d.	s.	d.
	376. Raised seams, whole coat, by machine ..	3	0	2	0
	377. Edges.—				
	378. Binding edge by hand .. .. .	4	0	3	0
	379. Binding edge, one side by hand, one side by machine .. .. .	2	8	2	0
	380. Corded edges, by hand .. .. .	5	4	4	0
	381. Edges, when pricked by hand .. .. .	6	8	5	0
	382. Edges, each extra row of stitching, by hand	3	4	2	6
	383. Felled edges .. .. .	4	0	3	0
	384. Bastes.—				
	385. Skeleton baste—				
	386. With single-basted seams, one sleeve ..	2	0	1	6
	387. With single-basted seams, one sleeve and collar .. .. .	2	4	1	9
	388. With single-basted seams, two sleeves and collar .. .. .	2	8	2	0
	389. With lapped seams, and one sleeve ..	2	8	2	0
	390. With lapped seams, one sleeve and collar ..	3	0	2	3
	391. With lapped seams, two sleeves and collar ..	3	4	2	6
	392. Tab, with hole and button, by hand ..	1	4	1	0
	393. Tab, with hole and button, by machine ..	0	8	0	6
	394. Belt, one hole, two buttons, by hand ..	3	4	2	6
	395. Belt, one hole, two buttons, by machine ..	2	0	1	6
	396. Collar tab (swivel or otherwise), two holes and buttons, by hand .. .. .	1	8	1	3
	397. Ditto, by machine .. .. .	1	4	1	0
	398. Loops, by hand, each .. .. .	0	8	0	6
	399. Loops, by machine, each .. .. .	0	3	0	2
	400. Flies and vents—				
	401. Fly in front of coat, by hand .. .. .	2	8	2	0
	402. Fly in back of coat, by hand .. .. .	2	8	2	0
	403. Fly in front of coat, by machine .. .. .	1	4	1	0
	404. Fly in back of coat, by machine .. .. .	1	4	1	0
	405. Fly front in cape .. .. .	1	4	1	0
	406. Vents at side, under 6 inches long, faced or unfaced, each .. .. .	0	8	0	6
	407. Cassocks.—				
	408. Standard starting price, by hand and by machine as follows:—				
	409. Men's plain cassock of silk or thin cloth, four holes and buttons on each breast, by hand .. .. .	30	0	20	0
	410. Ditto, by machine .. .. .	22	8	15	2



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433. GROOM'S FROCK—
434. Preamble:—Single-breasted, with six holes and buttons, pockets in plaits, side edges, inside breast pocket or ticket pocket; raw or bluff edges, cuffs with two holes and buttons in slit, wadding flesh basted in, lined throughout.
435. Standard starting price.—By machine, males 32s.
436. When a worker does his or her own machining, add to the above price, males 2s.
437. For hand work and extras, see frock and dress coats.
438. FOOTMAN'S COATEE—
439. Preamble—Double-breasted with sewn on lapels, five holes and buttons on each side, plait pockets, side edges and sword flaps with buttons, inside breast pocket, raw or bluff edges, cuts in gorge or front, cuff with slit with two holes and buttons, wadding flesh basted in, and lined throughout.
440. Standard starting price.—By machine, males 34s.
441. When a worker does his or her own machining, add to the above price, males 2s.
442. For hand work and extras, see frock and dress coats.
443. FOOTMAN'S DRESS COATEE—
444. Preamble—Single-breasted with stand collar, six corded notched holes and buttons in front, pointed flaps with pockets under, side edges in plaits, inside breast pocket, raw or bluff edges, cuffs with slit and two holes and buttons, wadding flesh basted in, lined throughout.
445. Standard starting price.—By machine, males 34s.
446. When a worker does his or her own machining, add to the above price, males 2s.
447. For hand work and extras, see frock and dress coats.
448. COACHMAN'S FROCK GREATCOAT—
449. Preamble.—Double-breasted, with sewn on lapels, six holes and buttons on each side, flaps across waist with pockets under inside breast pocket or ticket pocket, side edges, single stitched, raw or bluff edges, plain or round cuffs, lined throughout.
450. Standard starting price.—By machine—Males 36s.
451. When a worker does his or her own machining, add to the above price, males 2s.

	Males.		Females.		1919.
	s.	d.	s.	d.	FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS. The President.
452. Extras on servant's greatcoat—					
453. Edges, double stitched, raw, extra ..	4	0	—		
454. Seams raised and single stitched ..	4	0	—		
455. Seams raised and double stitched ..	8	0	—		
456. Seams raised and stitched, if prepared by the maker only .. .. .	2	8	—		
457. Single cape, sewn in with collar ..	1	0	—		
458. Single cape, with band and holes and buttons	2	0	—		
459. Single cape, lined, extra ..	1	6	—		
460. Each additional real or sham cape ..	2	0	—		
461. Extras, on livery coats—					
462. Edges stoated and stitched ..	2	0	—		
463. Edges piped with cloth, without flaps ..	3	0	—		
464. Edges piped with cloth, with flaps ..	4	0	—		
465. Gold, silver or worsted lace on plain collar ..	1	6	—		
466. Gold, silver, or worsted lace on collar with snips .. .. .	2	0	—		
467. Gold, silver, or worsted lace on plain cuffs	1	0	—		
468. Gold, silver, or worsted lace on slash cuffs	3	6	—		
469. Gold, silver, or worsted lace on flaps ..	1	6	—		
470. Gold, silver all round, pointed or plain flaps	2	0	—		
471. Lace holes on collar, each ..	1	0	—		
472. Diamond hips .. .. .	2	0	—		
473. Slash cuffs .. .. .	3	6	—		
474. Imitation slash cuffs .. .. .	1	6	—		
475. Corded notched holes, each ..	0	3	—		
476. Notched holes worked with twist, each ..	0	6	—		
477. Epaulettes, each .. .. .	0	6	—		
478. Shoulder knots, each .. .. .	1	0	—		
479. Pointed flaps, with buttons under, extra ..	0	6	—		
480. Bastes—					
481. For bastes, see frock and dress coats.					
482. Any part done by hand, or extras to liveries, not specified, see frock, dress coats, and chesterfields.					
483. MILITARY UNIFORMS.—Military officer's khaki cloth jacket (Commonwealth pattern).					
484. Preamble.—Two outside bellow pockets with flaps, hole and button; two out breast pockets with flaps and plaits, hole and button, ticket pocket in belt, shoulder straps, pointed cuffs with or without waist seam, belt with hooks and eyes, belt hooks, vent at band, one pair of cuts, hanger, and label.					

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485. Standard starting price.—By machine—Males 37s. 6d., females 25s.
486. For hand work, see sac coat.
487. Military officers' khaki drill jackets to be 2s. 6d. less than khaki cloth.
488. Eyelet holes, 1s. per dozen.
489. BRITISH WARM (Commonwealth pattern)—
490. Preamble.—Double-breasted, two outside pockets with flaps, one outside breast pocket, one inside breast pocket, shoulder straps, buttonhole cuff (two holes), vent at back, cuts under arm, collar tab, hanger, and label.
491. Standard starting price.—By machine—Males 35s., females 23s. 4d.
492. For hand work, see chesterfields.
493. AVIATORS' COATS (Commonwealth pattern)—
494. Preamble.—Double-breasted, two outside pockets with flaps, one inside breast pocket, fly front, lapels seamed on, shoulder straps, vent at back, strap cuffs, hole and button, stand and fall collar, hooks and eyes, hooks at waist, cuts under arm, hanger and label.
495. Standard starting price.—By machine—Males 35s., females 23s. 4d.
496. MILITARY OFFICERS' GREATCOAT (Commonwealth pattern)—
497. Preamble—Double-breasted, two outside patch pockets, one pocket inside, belt at back with three holes and buttons, gauntlet cuffs, sword vents with holes, stand and fall collar with hooks and eyes, plaited back and vent, forepart of back half lined, all seams raw and otherwise, shoulder straps detachable, collar tab, label, and hanger.
498. Standard starting price.—By machine—Males 45s., females 30s.
499. For hand work, see chesterfields.

	Males.		Females.	
	s.	d.	s.	d.
500. Extras—				
501. Try-on .. .. .	2	8	2	0
502. Snobs thumbs, each .. .. .	0	8	0	6
503. Saddle cloth .. .. .	1	4	1	0
504. Dummy fly .. .. .	0	8	0	6
505. Gorget patches, sewn on.. .. .	2	8	2	0
506. Gorget patches, detachable .. .. .	4	0	3	0
507. Naval shoulder straps, per pair .. .. .	5	4	4	0

	Males.		Females.		1919.
	s.	d.	s.	d.	FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS. The President.
507A. Deductions on coats—					
507B. Undersizes on coats—					
507C. Dress lounge, norfolk jacket, special jackets and sac coats—Youth's if 38 inches or less from hole to button when finished (chest measurement) .. .. .	2	8	2	0	
507D. Boy's if 34 inches or less from hole to button when finished (chest measurement) ..	5	4	4	0	
507E. Chesterfield or single-breasted overcoat, and Inverness—					
507F. Youth's 42 inches or less from hole to button when finished (chest measurement) ..	2	8	2	0	
507G. Boy's, 38 inches or less from hole to button when finished (chest measurement) ..	5	4	4	0	
507H. Other deductions—					
507I. If fitting up is not done by maker ..	—		0	8	
507J. If haircloth is done wholly by the machine charge half hand price.					
508. ALTERATIONS AND REPAIRS, COATS—					
509. Collar—					
510. Off .. .. .	2	3	1	6	
511. Part off .. .. .	1	6	1	0	
512. Off and shortened .. .. .	3	0	2	0	
513. Recovering collar .. .. .	3	0	2	0	
514. New collar .. .. .	6	0	4	0	
515. Shoulders out .. .. .	1	6	1	0	
516. Shoulders part out .. .. .	0	9	0	6	
517. Side seams out in body coat ..	3	0	2	0	
518. Side seams, if part out in body coat ..	2	3	1	6	
519. Plaits out, including pockets ..	4	6	3	0	
520. Plaits out, no pockets .. .. .	3	9	2	6	
521. Across skirts .. .. .	3	9	2	6	
522. Shortened or lengthened body coats ..	1	6	1	0	
523. Lengthened sac coat .. .. .	2	3	1	6	
524. Lengthened sac coat and facings ..	3	9	2	6	
525. Shortened coats .. .. .	1	6	1	0	
526. New skirts .. .. .	9	0	6	0	
527. Lapels off .. .. .	7	6	5	0	
528. Lapels part off .. .. .	4	6	3	0	
529. New lapels .. .. .	13	6	9	0	
530. Hollowing back seam .. .. .	0	9	0	6	
531. Altering back seam through tack ..	1	6	1	0	

1919.		Males.	Females.
FEDERATED . CLOTHING TRADES and J. A. ARCHER AND OTHERS. The President.		s. d.	s. d.
532.	Stumping back of body coat .. ..	3 0	2 0
533.	Back right out and through plaits of body coat	10 6	7 0
534.	Sleeves—		
535.	Right out .. ..	3 9	2 6
536.	Right out (machine) .. ..	3 0	2 0
537.	Part out .. ..	1 10	1 3
538.	Let out or taken in at top when out ..	0 9	0 6
539.	Let out or taken in at cuff .. ..	1 6	1 0
540.	Shortened or lengthened, plain .. ..	1 6	1 0
541.	Lengthened with hand facings .. ..	2 3	1 6
542.	Shortened or lengthened with button cuff ..	3 0	2 0
543.	Relining body of coat .. ..	3 0	2 0
544.	Altering side seams—		
545.	Of sac, right through .. ..	3 0	2 0
546.	Part out .. ..	2 3	1 6
547.	Of sac, if taped .. ..	4 6	3 0
548.	Of sac, if taped, part out .. ..	3 0	2 0
549.	Of chesterfield, right through .. ..	3 9	2 6
550.	Altering back seam of sac coat .. ..	1 6	1 0
551.	Hollowing back seam of sac coat, only ..	0 9	0 6
552.	Altering back seam of chesterfield .. ..	2 3	1 6
553.	Hollowing back seam of chesterfield .. ..	1 1	0 9
554.	Front edges off—		
555.	Without holes .. ..	4 6	3 0
556.	With holes .. ..	6 0	4 0
557.	With fly .. ..	9 0	6 0
558.	Back right out of sac coat .. ..	6 0	4 0
559.	Back right out of chesterfield .. ..	6 9	4 6
560.	Alterations and repairs, trousers and vests—		
561.	Vests—		
562.	Let out or take in side seams .. ..	1 6	0 10½
563.	Top of back and shoulder seams out .. ..	0 9	0 5¼
564.	Vest shortened from top or bottom .. ..	1 0	0 8
565.	No collar vest, made one hole and button lower .. ..	1 6	0 10½
566.	Roll, step collar, or stand collar vest, made into no collar vest .. ..	3 0	1 9
567.	New back and back lining .. ..	2 0	1 3¾
568.	New forepart lining, if back or shoulder not altered .. ..	1 6	0 10½
569.	Ripping and recleaning vest for remaking	1 6	0 10½
570.	Trousers—		
571.	Side seams out from pockets through bottom	2 3	1 3¾

	Males.	Females.	1919.
	s. d.	s. d.	FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS. The President.
572. Side seams out from top and bottom, with pockets .. .. .	4 6	2 7½	
573. Leg seam out from fork through bottom ..	2 3	1 3¾	
574. Seat seam, crutch, and part of leg seam out	2 3	1 3¾	
575. Seat seam only .. .. .	0 9	0 5¼	
576. Seat seam, with crutch lining off and put on again .. .. .	1 6	0 10½	
577. Trousers shortened or lengthened ..	1 6	0 10½	
578. Trousers lengthened and faced .. .. .	2 3	1 3¾	
579. Trousers, more dress taken out of leg seam and front .. .. .	1 6	0 10½	
580. Re-seating trousers .. .. .	2 3	1 3¾	
581. Large seat lining to cover seatings ..	0 9	0 5¼	
582. Ripping and cleaning trousers for remaking	3 0	1 9	
583. Lowering the waist .. .. .	3 0	1 9	
584. Raising the waist .. .. .	3 9	2 2¼	

Price Men's.

s. d.

## 585. PRESSING ORDER CLOTHING.—Schedule of prices—

586. Frock and dress, including uniform frock and dress, and livery .. .. .	3 4
587. S. B. pagets or beauforts .. .. .	1 8
588. D. B. pagets or beauforts, and all oversizes ..	1 8
589. S. B. sac .. .. .	1 3
590. D. B. sac, and all oversizes .. .. .	1 3
591. Chesterfield .. .. .	1 8
592. Ulsters and centennials .. .. .	2 0
593. Covert coats .. .. .	1 5
594. Cassocks .. .. .	2 5
595. Capes .. .. .	0 5
596. S. B. unlined sacs .. .. .	0 10
597. D. B. unlined sacs, and all oversizes .. .. .	0 10
598. Silk chesters and sacs .. .. .	0 10
599. Hollands, white coats, flannel, flannelette, and alpaca .. .. .	0 10
600. Denim, dungaree, and canvas .. .. .	0 6
601. Eton or stewards' jackets .. .. .	1 1
602. Military overcoats .. .. .	1 8
603. Tunics .. .. .	1 1
604. Military jumpers .. .. .	1 1
605. Vests—	
606. Vests, clerical, dress, white, marcella, white pique, white drill, or similar material .. .. .	0 7

		Price Men's.	
		s.	d.
1919.			
FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS. — The President.	607. Vest, cassock .. .. .	0	9
	608. Vests, plain or with collar .. .. .	0	5
	609. Stable vest, without sleeves .. .. .	0	5
	610. Stable vest, with sleeves .. .. .	0	6
	611. Trousers—		
	612. Plain trousers .. .. .	0	9
	613. Full fall, including shaping .. .. .	1	1
	614. Riding pants, military .. .. .	1	0
	615. Shaping riding pants (military) .. .. .	0	4
	616. Other riding pants—		
	617. Including shaping .. .. .	2	1
	618. With leggings, including shaping .. .. .	2	8
	619. K.B. trousers .. .. .	0	8
	620. Drill, duck, canvas, dungaree, denim, white, and coloured moleskins .. .. .	0	6
	621. Military trousers .. .. .	0	9
	622. Shaping trousers and pants .. .. .	0	4
	623. Trousers prepared by presser for fitting on .. .. .	0	4
	624. Trousers, strapped .. .. .	1	5
	625. Cuff bottoms on trousers .. .. .	0	1
		Males.	Females.
		Men's.	Men's.
		s. d.	s. d.
	266. EMPLOYEES DOING THEIR OWN MACHINING—		
	267. Sac, coat, dress lounge, Norfolk jacket, special jackets (as per log, item 210) .. .. .	1	0
	268. Chesterfield, or single-breasted overcoat (as per log, item 215) .. .. .	2	6
	269. Frock and dress coats (as per item 282) .. .. .	2	—
	270. Frock coats of all descriptions and greatcoats .. .. .	2	—
	271. Morning and paget coats .. .. .	2	—
	272. Capes .. .. .	0	3
	273. Plain vest, or with collar .. .. .	—	6
	274. Stable vest .. .. .	—	9
	275. Trousers and pants .. .. .	—	7
	276. Trousers, strapped .. .. .	—	10
	277. Whole falls .. .. .	—	8
	278. K.B. trousers .. .. .	—	7
	279. Youths', one-quarter less than men's.		
	280. Boys', one-third less than men's.		
	281. SPECIAL NOTICE—		
	282. Pressing off—		
	283. Should any garment be pressed off for a female, no deduction shall be made.		

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FEDERATED  
CLOTHING  
TRADES

and

J. A. ARCHER  
AND OTHERS.

The President.

646. Should a female press off any garment, such shall be an extra, and she shall be paid the rates provided herein (see order pressing schedule, item 585).
647. Should any garment be pressed off for a male operative, the price set out in the schedule for pressing may be deducted.
649. All extras will not necessarily appear under the particular garment the operative may be making. Wherever the extra appears, the rate provided for such extra shall be paid.
650. Should any extra be not specified in this log, the operative shall be paid for such extra on the actual time worked, based on the weekly wage fixed in the log.
651. Garments specified in the log may change with the fashion. In such cases if any item in the log for another garment is applicable, such will operate.
653. Vests (ordinary)—
654. Preamble.—Fitting up, four pockets, welts, all edges, buttons and pockets to be stayed; tacks by hand; canvas through foreparts; holes and buttons and back straps; all linings felled.
655. Standard starting price.—By machine, females 6s.
656. Garment to be pressed off for female.
657. If female presses off the vest, such will be extra as provided for in the schedule for pressing off garments.
658. When the maker does her own machining, 6d. extra.
659. Hand work on vests—
660. When any of the undermentioned parts are done by hand on a machine-made vest, such shall be an extra as follows:—

	Females.	
	s.	d.
661. Seaming on facings .. .. .	0	9
662. Stitching edges .. .. .	1	0
663. Putting in pockets, each .. .. .	0	6
664. Making back straps .. .. .	0	6
665. Making back .. .. .	0	6
666. Sewing in back .. .. .	0	9
667. Extras on vests—		
668. Pockets—		
669. By hand, outside .. .. .	1	0
670. By machine, outside .. .. .	0	6
671. Hand, inside, including hole and button .. .. .	1	0
672. Machine, inside, including hole and button .. .. .	0	6
673. Flaps on pockets, each flap .. .. .	0	3
674. Edges—		
675. Bound by hand .. .. .	2	0

1919.		Females	
		s.	d.
FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS. The President.	676. Bound, one edge hand, one edge machine ..	1	0
	677. Flat braiding, three stitching, by hand ..	2	6
	678. Corded edges, by hand ..	2	0
	679. Tracing braid, each row ..	1	0
	680. Piped edges, seamed by machine ..	1	0
	681. Each row of stitching on edges, by hand ..	1	0
	682. Felled edges ..	1	0
	683. Pricked edges, each row ..	2	0
	684. Fly in front of vest, by hand, lined or unlined ..	1	6
	685. Fly in front of vest, by machine ..	1	0
	686. Eyelet holes, per dozen ..	0	6
	687. Eyelet holes, with open facing ..	1	0
	688. Puffs in back ..	0	6
	689. Vents in side ..	0	6
690. Sleeves unlined and faced, felled, or covert seams—			
691. By hand ..	4	0	
692. By machine ..	2	0	
693. Interlining back with flannel ..	0	6	
694. Skirts at waist ..	1	0	
695. Seal skins or imitation skins, extra ..	2	0	
696. Collars—			
697. Step collar, lined or unlined, in two pieces or otherwise, on S.B. vest ..	0	10	
698. All other collars on S.B. vest, lined or unlined ..	0	6	
699. Collar on D.B. vest, lined or unlined ..	1	0	
700. Cuts in vest ..	0	3	
701. Bastes—			
702. Skeleton baste ..	0	6	
703. Forward baste ..	0	6	
704. Skeleton baste with facings and linings basted in ..	1	0	
705. Basting on tabs and buttons ..	0	3	
706. Oversize vests—			
707. Men's vests, 46 inches and over (chest measurement) from hole to button ..	0	6	
708. Double breasted vest, extra to single ..	1	0	
709. Deductions—			
710. Youths' vests, 36 inches and under (chest measurement) from hole to button less than men's ..	0	6	
711. Boy's vest, 32 inches and under, from hole to button (chest measurement) less than mens ..	1	6	
712. If fitting up is not done by the maker ..	0	3	
713. DRESS VEST—			
714. Preamble.—Two pockets, remainder same as preamble for ordinary vests.			

	Females.	
	<i>s. d.</i>	1919.
715. Standard starting price.—All machine—Females, 7s.		FEDERATED CLOTHING TRADES
716. Extras—		<i>and</i>
717. Roll collar on dress vest . . . . .	1 0	J. A. ARCHER AND OTHERS.
718. Hand work, extras and deductions same as ordinary vest.		The President.
719. PLAIN CLERICAL VEST—		
720. Preamble.—With large and small breast; eight holes and buttons outside, and two buttons inside; one row of stitching or bound by machine.		
721. Standard starting price.—By machine—Females 7s.		
722. Double-breasted clerical vest, 1s. 6d. extra.		
723. Hand work, extras and deductions, same as ordinary vest.		
724. TROUSERS, ORDINARY TROUSERS—		
725. Preamble.—Fitting up; two pockets; one strap and buckle, or three loops, buttonholes; buttons; leather or heel stays; all seams pressed; hand tacks throughout; waist bands; seat and catch linings felled; back linens if necessary.		
726. Standard starting price.—By machine—Females, 6s.		
727. Garment to be pressed off for female.		
728. If female presses off or shrinks the trousers, such shall be extra, and she shall be paid the rates as set out in the schedule for pressing off garments.		
729. When the maker does her own machining, 7d. extra.		
730. HAND WORK ON ORDINARY TROUSERS—		
731. When any one of the undermentioned parts are done by hand on machine-made trousers, such shall be an extra as follows:—		

	Females.
	<i>s. d.</i>
732. Seaming half side seams . . . . .	0 9
733. Seaming side seams right through . . . . .	1 6
734. Seaming half leg seams . . . . .	0 6
735. Seaming leg seams right through . . . . .	1 0
736. Seaming seat seams . . . . .	0 6
737A. Seaming bands on . . . . .	0 6
737B. Stitching around waist . . . . .	0 6
738. Making fly and seaming lining on front . . . . .	0 6
739A. Stitching fly in . . . . .	0 3
739B. Stitching front of fly . . . . .	0 3
740. Button catch . . . . .	0 6
741. Pockets . . . . .	0 6
742. Making strap and buckle . . . . .	0 6

1919.  
 FEDERATED  
 CLOTHING  
 TRADES  
 and  
 J. A. ARCHER  
 AND OTHERS.

Females.  
 By By  
 Hand. Machine.  
 s. d. s. d.

		Females.	
		By	By
		Hand.	Machine.
		s. d.	s. d.
The President.	743. Extras, ordinary trousers—		
	744. Pockets—		
	745. Fob pockets, each .. .. .	1 0	0 9
	746. Side or cross pockets, each pocket ..	1 0	0 9
	747. Hip pocket, hole and button, cash pocket, hole and button, and all other extra pockets each .. .. .	1 0	1 0
	748. French bearer .. .. .	1 0	1 0
	749. Seams—		
	750. Raised or overlaid side seams, if prepared by maker .. .. .	1 6	0 6
	751. Raised or overlaid side seams, if not pre- pared by maker, no extra.		
	752. Lapped seams .. .. .	1 6	0 6
	753. Braid down side seams, silk or worsted ..	2 0	0 9
	754. Gold or silver braid down side seams ..	5 0	—
	755. Stripe scarlet cloth down side seams sewn on	2 0	1 0
	756. Stripe scarlet cloth down side seams felled on	4 0	—
	757. Stripe gold or silver lace down side seam ..	5 0	—
	758. Stripe gold or silver lace down side seam felled or stitched on .. .. .	8 0	—
	759. Stripe of gold or silver lace down side seams, pricked on .. .. .	9 0	—
	760. Seams, serged top side only .. .. .	0 6	—
	761. Seams, serged top and under .. .. .	1 0	—
	762. Leg seams, felled each side .. .. .	1 0	—
	763. Side seams, felled each side .. .. .	1 0	—
	764. Leg seams, turned over and felled .. .. .	0 6	—
	765. Seat seams, turned over and felled .. .. .	0 6	—
	766. All seams piped .. .. .	2 6	—
	767. Bottoms—		
	768. Bottoms faced up 9 inches with tweed, canvas, or other material .. .. .	1 6	—
	769. Bottom buttons, with stays, inside .. .. .	0 6	—
	770. Bottom buttons, with stays, outside .. .. .	1 0	—
	771. Bound or taped bottoms, two fellings .. .. .	1 0	—
	772. Cuff bottoms .. .. .	0 6	—
	773. Cuff bottoms, sewn on or with one row extra felling .. .. .	0 9	—
	774. Leathers all round bottom .. .. .	1 0	—

	Females.		1919.		J. A. ARCHER AND OTHERS. The President.
	By Hand.	By Machine.	s.	d.	
775. Straps, loops, and belts—					
776. Strap and buckle, if eased from hip ..	2	0	1	0	
777. Leather belt sewn on .. ..	1	6	—	—	
778. Leather belt sewn on, if cased in flannel ..	2	0	—	—	
779. Strap and buckle (additional) .. ..	1	0	0	6	
780. Sewing on machine-made strap and buckle ..	0	3	—	—	
781A. Leather tabs for chains .. ..	1	6	—	—	
781B. Loops, if additional to strap .. ..	0	6	—	—	
782. Lining trousers—					
783. Cotton lined .. ..	1	6	1	0	
784. Cotton lining, if interlined with domette ..	2	6	1	3	
785. Cotton lining, after trousers are finished ..	3	0	1	6	
786. Large seat lining, over 6 inches by 5, extra	0	6	—	—	
787. Flannel or silk lining .. ..	2	6	—	—	
788. Chamois lining to knees .. ..	4	0	—	—	
789. Chamois lining to bottom .. ..	5	0	—	—	
790. Knees lined .. ..	1	0	—	—	
791. Stitching and puffs—					
792. Puff in band .. ..	1	0	1	0	
793. Stitching by hand across top of trousers ..	0	10	—	—	
794. Full fall, trousers, extra .. ..	2	2	—	—	
795. Split fall, trousers, extra .. ..	2	2	—	—	
796. Basting trousers—					
797. Try-on trousers, full baste .. ..	2	0	—	—	
798. Basting leg seams, seat seams, and bottoms	1	0	—	—	
799. Basting seat seam and bottoms .. ..	0	6	—	—	
800. Basting seat only .. ..	0	3	—	—	
801. Basting bottoms only .. ..	0	3	—	—	

	Females.	
	s.	d.
802. Over-sizes—		
803. Men's trousers, 43 inches to 48 inches, inclusive from hole to button, extra .. ..	0	6
804. Men's trousers over 48 inches from hole to button, extra .. ..	1	0
805. Deductions—		
806. Under-sizes—		
807. Youths' trousers, 30 inches and under from hole to button, less than men's in each class .. ..	0	6
808. Boys' trousers, 27 inches and under from hole to button, less than men's in each class .. ..	1	0

1919.		Females.	
FEDERATED CLOTHING TRADES <i>and</i> J. A. ARCHER AND OTHERS. The President.		<i>s.</i>	<i>d.</i>
809.	Fitting up .. .. .	0	3
810.	Leathers or heel stays .. .. .	0	6
811.	Button holes per pair of trousers .. .. .	0	5
812.	Buttons, sewing per pair .. .. .	0	5
813.	EVENING DRESS TROUSERS—		
814.	Standard starting price.—By machine, females, 7s.		
815.	For hand work and extras, see ordinary trousers.		
816.	BREECHES—		
817.	Preamble.—Two pockets, with or without waist bands, if without bands, stitching around waist, crutch lining not to exceed 3 inches, tops bound or turned in, back straps, slit at knees with four holes and buttons; leg and seat seams sewn by hand.		
818.	Standard starting price.—By machine, females 11s. 6d.		
819.	Garment to be pressed off and shrunk for female, without deduction.		
820.	If a female presses off or shrinks the breeches, such will be extra, and she shall be paid the rates as set out in the schedule for pressing off garments.		
821.	When the maker does her own machining to breeches, extra 7d.		
822.	For items done by hand, see trousers.		
		Females.	
		<i>s.</i>	<i>d.</i>
823.	Extras on breeches—		
823A.	Continuations, by hand, with four holes and buttons or eyelet holes .. .. .	4	0
824.	Continuations, by machine, with four holes and buttons or eyelet holes .. .. .	2	0
825.	Sewing or felling down leg seams .. .. .	1	0
826.	Garter, with buckle, by hand, per pair .. .. .	1	6
827.	Garter, with buckle, by machine, per pair .. .. .	1	0
828.	Knees lined .. .. .	0	6
829.	Each hole and button in frog mouth .. .. .	0	3
830.	Cuts under knee in breeches, if taped right across, per pair .. .. .	0	6
831.	Strapping—		
832.	Knee strapped, felled, and stitched, or double stitched by hand .. .. .	3	0
833.	Knees strapped, felled and stitched, or double stitched, by machine .. .. .	1	6
834.	Each row of diagonal stitching, per row, by hand .. .. .	0	3

					Females.		1919.	
					s.	d.		
835.	Seats strapped, not over 6 inches from centre, by hand	..	..	..	..	2	0	FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS. The President.
836.	Ditto, by machine	..	..	..	..	1	0	
837.	Seat strapped to knee, half way up seat seam, by hand	..	..	..	..	4	0	
838.	Seat strapped to knee, half-way up seat seam, by machine	..	..	..	..	2	0	
839.	Strapping from fork to calf, new trousers	..			..	4	0	
840.	Ditto, by machine	..	..	..	..	2	0	
841.	Trouser strapping to be paid same as breeches.							
844.	RIDING PANTS—							
845.	Preamble.—Two pockets, straps or loops, one eyelet hole, with strings.							
846.	Standard starting price.—By machine, females, 7s.							
847.	Hand work, extras and deductions, same as ordinary trousers.							
848.	CYCLING OR ATHLETIC BREECHES AND KNICKERS, OR SIMILAR GARMENTS—							
849.	Preamble.—With two pockets, tops turned in or bound, buckle and strap, or loops for belt, and brace buttons on top, four holes and buttons on each knee, or garter, with hole and button or buckle.							
850.	Standard starting price.—By machine, females, 7s.							
851.	Garment to be pressed off and shrunk for female.							
852.	If female presses off or shrinks the trousers, such will be extra, and she shall be paid the rates as set out in the schedule for pressing off garments.							
853.	When the maker does her own machining, extra, 7d.							
854.	All other hand work, extras and deductions, as per breeches and trousers.							
855.	SHOOTING OR RIDING LEGGINGS—							
856.	Preamble.—With eight holes and buttons, swelled edges.							
857.	Standard starting price—Females, by hand, 7s.; by machine, 5s. 6d.—							

					Females.	
					s.	d.
858.	Extras—					
859.	Tongues	..	..	..	..	1 0
860.	Double stitched seams, by hand	..			..	1 0
861.	Double stitched edges, by hand	..			..	1 0
862.	Strap and buckle at top, per pair	..			..	0 6
863.	Leather for stirrup in front	..	..	..	..	1 0
864.	Fly, by hand	..	..	..	..	2 0

1919.		Females.	
FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS.		s. d.	
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865.	Fly, by machine .. .. .	1	0
866.	Short gaiters or spats—		
867.	Preamble.—With five holes and buttons, swelled edges.		
868.	By hand .. .. .	5	6
869.	By machine .. .. .	4	0
870.	Double stitched seams and edges .. .. .	1	0
871.	Basting breeches—		
872.	Skeleton baste .. .. .	1	0
873.	Basting leggings—		
874.	Basting one legging with fly and buttons, edges not turned in .. .. .	0	6
875.	READY-MADE CLOTHING.—Piece-work prices for cutting.		
		Per Dozen	
876.	Cutting with shears—	s. d.	
877.	Description.—Men's. Chesters—		
878.	S.B., lined .. .. .	4	6
879.	S.B., unlined .. .. .	5	1
880.	D.B., lined .. .. .	5	1
881.	D.B., unlined .. .. .	5	3
882.	Extras for capes on chesters .. .. .	0	7
883.	Extras for yokes and plaits on chesters .. .. .	0	7
884.	Where chesters are 36 inches and under in length, deduct .. .. .	0	7
885.	S.B. sac suits (if separation in vests or coats or both for cutting pockets).. .. .	6	5
886.	S.B. sac suits (without separation) .. .. .	6	1
887.	Motor coats, S.B., washing material .. .. .	4	6
888.	Motor coats, D.B. .. .. .	5	2
889.	Motor cycle coats, washing material .. .. .	3	8
890.	S.B. sac coats, lined .. .. .	3	3
891.	Coats, sac, S.B.—		
892.	Unlined, drill or duck (flax or linen) .. .. .	3	8
893.	Unlined, all other cotton material .. .. .	3	1
894.	Alpaca or sicilian .. .. .	3	1
895.	Silk .. .. .	3	4
896.	Jumpers, denim or dungaree .. .. .	2	9
897.	Norfolk or sport .. .. .	4	11
898.	Football jackets .. .. .	2	9
899.	Coats—		
900.	Sac, D.B. .. .. .	4	0

	Per Dozen.		1919.
	s.	d.	
901. Frock coats of all descriptions .. .. .	4	11	FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS. The President.
902. Beauforets or pagets .. .. .	4	11	
903. Vests—			
904. S.B., plain .. .. .	1	4	
905. S.B., with collar .. .. .	1	5	
906. D.B. .. .. .	1	6	
907. Stable, with back .. .. .	1	10	
908. Stable, with back and sleeves .. .. .	2	2	
909. Cloth edging on vest, extra .. .. .	0	4	
910. Trousers—			
911. Ordinary .. .. .	1	6	
912. Cotton tweed—			
913. Less than 14 dozen in line .. .. .	1	6	
914. If 14 dozen or more in line .. .. .	1	4	
915. Mole .. .. .	1	4	
916. Linen, drill, canvas, or duck .. .. .	1	9	
917. Denim or dungaree .. .. .	1	1	
918. Denim or dungaree, with double seats and knees .. .. .	1	3	
919. Denim or dungaree, bib and brace .. .. .	1	6	
920. Cotton washing materials .. .. .	1	3	
921. K.B. .. .. .	1	3	
922. Football, K.B. .. .. .	0	11	
923. Bicycle, K.B. .. .. .	1	6	
924. Dress taken out of trousers .. .. .	0	3	
925. Hip pocket cut in trousers .. .. .	0	3	
926. Combination, denim or dungaree .. .. .	2	9	
927. Youths'—			
928. Description—			
929. Chesters .. .. .	3	8	
930. Chesters, with capes or yokes and plaits .. .. .	4	0	
931. Suits, sac .. .. .	4	11	
932. Coats, sac, all material .. .. .	2	8	
933. Vests .. .. .	1	0	
934. Cloth edging on vests .. .. .	0	3	
935. Trousers—			
936. Denim or dungaree .. .. .	0	11	
937. Denim or dungaree, with double seats or knees .. .. .	1	1	
938. Mole .. .. .	1	2	
939. Any other material .. .. .	1	3	
940. Dress taken out of trousers .. .. .	0	2	
941. Hip pocket cut in trousers .. .. .	0	2	
942. Jackets, football .. .. .	2	5	

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Description.	Sizes 00 to 12.		Sizes 13 or over.	
	Cotton Washing Material.	Other Material.	Cotton Washing Material.	Other Material.
	Per. Doz.	Per Doz.	Per Doz.	Per Doz.
	s. d.	s. d.	s. d.	s. d.
943. Juveniles— Suits—				
944. Fancy, 3 garments ..	3 6	3 8	3 10	4 0
945. Plain, 3 garments ..	3 8	3 10	4 0	4 2
946. Plain, 2 garments ..	2 7	2 9	2 10	3 0
947. Two garments, with belts, plaits, and yokes ..	3 0	3 2	3 4	3 6
948. Sailor K.B. ..	2 4	2 5	2 7	2 8
949. Tunic, when right and left foreparts are cut sep- arately .. ..	3 5	3 7	3 8	3 11
950. Tunic, with pocket let in one forepart (foreparts cut together) ..	3 1	3 3	3 5	3 7
951. Tunic, without separation of foreparts .. ..	2 6	2 8	2 9	2 11
952. Trousers, K.B. ..	0 8	0 8	0 9	0 9
953. Chesters .. ..	2 7	2 9	3 6	3 8
954. Capes, extra .. ..	0 4	0 4	0 4	0 4
955. Yokes and plaits, extra ..	0 4	0 4	0 4	0 4
956. Special conditions, stock cutters.—				
957. Deductions applying to all garments.—Machine—				
958. If work cut for cutter by machine, one-fourth off.				
959. When cutter machines his own mole work, one-sixth off.				
960. When cutter machines his own work—				
961. With an electric cutter, one-fourth off.				
962. With any other machine, one-fifth off.				
963. Hand knife—				
964. Stock work cut by hand knife, one-sixth off.				
965. Mole work cut by hand knife, five per cent. off.				
966. Extras applying to all garments.—Special work—				
967. Singles, double rate.				
968. Two thick, one-half extra.				
969. Three thick, one-quarter extra.				
970. When a tape or measure is used in altering the size of gar- ments, cut as ready-made, extra on piece-work rates, one- fifth extra.				
971. When single width material is laid up singly to check the shades, five per cent. extra on piece-work rates.				

	Men's.		Youths'.		1919. FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS. The President.
	Per Doz.	s. d.	Per Doz.	s. d.	
972. PIECE-WORK PRICES FOR PRESSING READY-MADE CLOTHING—					
973. Description.—Men's and youths'—					
974. Sacs, lined—					
975. Worsted, serge, vicuna, sergette and faced cloths .. .. . 8 4 5 5					
976. D.B., tweed, and all over-sizes .. .. . 7 5 —					
977. S.B., tweed, ordinary sizes (3 to 7) .. .. . 5 8 4 8					
978. Sacs, unlined—					
979. Pilot or D.B., worsted, serge, vicuna, sergette and faced cloths, and all over-sizes .. .. . 5 8 4 8					
980. S.B., worsted, serge, vicuna, faced cloth and sergette .. .. . 5 8 4 8					
981. Tweed .. .. . 4 8 2 10					
982. Silk .. .. . 4 8 2 10					
983. Holland, white flannel, alpaca .. .. . 5 8 4 8					
984. Denim or dungaree .. .. . 2 10 2 4					
985. Canvas, flannelette .. .. . 4 8 3 6					
986. D.B. overcoats—					
987. Lined .. .. . 11 1 7 8					
988. Unlined .. .. . 10 2 7 0					
989. S.B. overcoats—					
990. Lined .. .. . 10 2 7 0					
991. Unlined .. .. . 9 0 6 4					
992. Silk overcoats .. .. . 10 2 7 0					
993. Motor coats, washing .. .. . 9 0 6 9					
994. Shrinking, 1d. per yard.					
995. Vests—					
996. Worsted, serge, sergette, vicunas, faced cloth, white silk, fancy, D.B. and oversizes 2 6 2 2					
997. Tweed and linen, and flax material .. 1 9 1 5					
998. Stable, with sleeves .. .. . 5 9 —					
999. Stable, without sleeves .. .. . 3 2 —					
1000. Canvas, flannelette .. .. . 1 6 1 3					
1001. Trousers—					
1002. Worsted, serge, sergette, vicunas, faced cloth and riding .. .. . 3 7 2 6					
1003. Full falls .. .. . 4 4 —					
1004. Riding pants, and strapped .. .. . 5 8 —					
1005. Riding pants, with leggings .. .. . 9 1 —					



	Per Dozen Pairs of Trousers.	1919. FEDERATED CLOTHING TRADES <i>and</i> J. A. ARCHER AND OTHERS. The President.
	<i>s. d.</i>	
1039. Felling the side of cross pockets men's, youths', and boys' trousers .. .. .	0 4	
1040. Felling the side of side pockets, men's, youths', and boys' trousers .. .. .	0 7	
1041. Putting tacks between buttonholes in fly, and cutting off ends .. .. .	0 3½	
1042. Hook and eye on trousers .. .. .	0 9	
1043. Felling seat linings in trousers .. .. .	0 6	
1044. Fly tacks by hand .. .. .	0 6	
1045. Herring-boning bottoms of trousers .. .. .	3 0	
1046. Felling bottoms of cotton, crash, khaki, drill, linen, and similar material turned in twice .. .. .	3 0	
1047. Trousers—		
1048. Buttonholes, if done by hand .. .. .	3 0	
1049. Buttons sewn on by hand .. .. .	1 10	
1050. Pocket tacks, if done by hand .. .. .	1 4	
1051. Cross stitching down centre of back linen .. .. .	0 2½	
1052. Cross stitching down sides of back linen .. .. .	0 2½	
1053. Ticket sewn on by hand .. .. .	0 2½	

Part I. of this award shall bind the following respondents:—

J. A. Archer.

Robert Woods & Rhoda C. Woods (trading as the A.N.A. Clothing Company).

Edgar Solomon (trading as the Albion Tailoring Company).

Herbert E. Becker.

W. R. Ball.

W. H. Boyle.

E. & P. Barnett (trading as J. Barnett).

A. W. Bargery.

C. W. Briggs.

V. P. Benjamin.

William James Beattie (trading as J. Beattie & Company).

W. Butler.

J. T. Barbour.

James Henry Reilly & Walter Edward Thurling (trading as Southwell, Coultas & Co.).

Samuel Cohen, Charlotte N. Cohen, Archibald Samuel Cohen & Harry Alpha Cohen (trading as C. A. Cohen & Sons).

Samuel Cohen.

Herbert James Carter (trading as "Carters").

Isadore Kino (trading as Dombey & Company).

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- Lucy Amelia Davies, John Swaine & John Herbert Swaine  
 (trading as Davies & Swaine).  
 Samuel Leslie Davis & Harold Davis (trading as Davis &  
 Son).  
 Sol. Davis.  
 Louis Ellinson & Raymond Ellinson (trading as Ellinson  
 Brothers).  
 Foy & Gibson Proprietary Limited.  
 Ferguson & Mahony.  
 William Thomas French.  
 J. Grimwood.  
 Samuel Grainger (trading as Grainger & Company).  
 George Richardson Gatehouse & George Gatehouse (trading  
 as George Gatehouse & Son).  
 Joseph Granger (trading as Granger & Company).  
 Herbert Alfred Williams (trading as Gardiner & Company).  
 Edward Thomas Austin Greenwell, John McIntosh & Edward  
 Lewis (trading as Greenwell & McIntosh).  
 S. R. George.  
 Frank Hartley.  
 Houston Manufacturing Company Proprietary Limited.  
 Philip Harrison & Matthew Harrison (trading as P. Harrison  
 & Company).  
 John Knox Hagan (trading as Hagan Brothers).  
 John Henry Hooper, Edward Thomas Hooper & John  
 Robertson (trading as J. H. Hooper & Company).  
 George Hoscar Jago & Henry Francis Crawford (trading as  
 Jago & Crawford).  
 J. P. Jones.  
 Maurice Joseph.  
 E. Jackson.  
 Albert Edward Kino (trading as "Kino's").  
 William D. Kewley.  
 C. C. Loft.  
 Reginald T. Lloyd.  
 Mabel Ferme (trading as the London and American Supply  
 Stores).  
 Lincoln Stuart & Company Proprietary Limited.  
 C. J. Lane.  
 Nathaniel Lewis Levy & Algernon Benjamin Sanders (trading  
 as the Leviathan Clothing Company).  
 Axel Edwin Gullquist & Peter Alfred Lawson (trading as  
 Lawson & Gullquist Brothers).  
 William Liversage & Edgar Charles Green (trading as Liver-  
 sage & Green).

London Stores Limited.

Molloy & McKenzie.

J. Mitchell.

G. F. McCann.

William McNabb (trading as W. McNabb & Company).

D. M. McIntosh.

Niels Neilsen & Charles George Morgan (trading as Neilsen & Morgan).

R. C. Norman.

G. E. Pinkerton.

W. Power.

Edwin Thomas Plummer (trading as Plummer & Company)

Quirk & Marsh.

R. W. Raby.

Robertson & Moffat Proprietary Limited.

William Roberts (trading as W. Roberts & Son).

J. L. Sherman.

Thomas E. Smith.

James Spence Smith & James Francis Smith (trading as J. & J. F. Smith).

Sydney E. Sims.

Charles Snellgrove & Frederick Martin Rusch (trading as Snellgrove & Rusch).

Nellie June Clapp & May Elizabeth Clapp (trading as "Sorelle").

A. Silverman.

L. H. Scarfe.

C. N. Saunders.

Arthur W. Shands.

James Thelwell.

W. Trigg.

The Metropolitan Fire Brigades Board.

Thomas Trevena & Sons.

Joe Taylor.

Alfred Verey & Alfred Cross (trading as Verey & Cross).

T. J. Willcocks.

Wallace & Shorter.

G. Wardrop.

George Adamson Webster, John Irwin & Jane Webster  
(trading as Webster, Irwin & Company).

John Mangnall.

W. J. Robinson.

Myers Proprietary Limited.

John Charles Dulfer & Adam Dulfer (trading as Dulfer  
Brothers).

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William James Gribble, John Henry Gribble, Thomas Ernest  
 Gribble & Hedley Champion Gribble (trading as W.  
 Gribble & Company).  
 Frederick W. Hall.  
 A. Jonas.  
 James Lyons & William White (trading as Lyons & White).  
 William R. Morshead.  
 S. Philpott.  
 Jabes L. Tyler.  
 M. P. Whiteside.  
 Cowdell, Tonner & Ellis.  
 J. Snow & Company.  
 Broadway Tailoring Company.  
 George Michelmores Hitchcock & Howard Hitchcock (trading  
 as Bright & Hitchcock).  
 R. Collins Hocking.  
 Norman S. Ince.  
 P. J. White.  
 J. Solomon.  
 Mr. P. Goldberg (trading as Colonial Underclothing Manu-  
 facturing Company).  
 Isaac Goldenberg.  
 Messrs. Down & Mutimer.  
 J. W. Bastick.  
 Henry Cook & George Gislingham (trading as H. Cook &  
 Son).  
 J. Costello.  
 Alfred Foley (trading as M. J. Foley).  
 Charles Connor (trading as Victorian Tailoring Company).  
 H. Thomas.  
 Emmeline Myrtle Boatwright (trading as J. W. Boatright &  
 Company).  
 Thomas Bourke Limited.  
 F. Boatwright.  
 C. C. Croft & Son.  
 H. Cobern.  
 H. T. Cobern.  
 Harold Robert Cox & James Oscar Theodore Webb (trading  
 as Cox & Webb).  
 Percival Walter Ellis & Samuel Thomley Ward (trading as  
 P. W. Ellis & S. T. Ward).  
 P. O. Fysh & Co. Limited.  
 N. H. Fitze.  
 J. C. Findlayson.

G. Harrison.  
 Thomas Richard Alwyn Keating (trading as A. Keating &  
 Company).  
 Paul & Company.  
 J. Riva.  
 H. J. Wilkins.  
 W. C. West.  
 B. G. Burt Limited.  
 Thomas Brown & Sons Limited.  
 Twomey & Company.  
 Duncalfe & Company Limited.  
 R. A. Conn.  
 Chapman's Limited.  
 J. B. Clarke.  
 Cairnie & Company.  
 D. Dunbar.  
 Foxwell Brothers Limited.  
 Finney, Isles & Company Limited.  
 J. Freedman & Company.  
 A. & G. Finlayson.  
 J. Flynn.  
 Henry Findlater.  
 J. Freedman.  
 J. H. Gibson.  
 J. Henderson.  
 Leslie James Limited.  
 J. C. Kenyon.  
 Neilson & Lennox.  
 Overells Limited.  
 Petersen & Chalmers.  
 M. Pond.  
 J. T. Phipps.  
 Matthew Reid & Company.  
 Reddan & Meller.  
 F. Shiller.  
 Percy E. Doctor (trading as Weldone Clothing Company).  
 The Sun Manufacturing Company Limited.  
 John Barry (trading as "The Ideal Tailors").  
 Voight Brothers.  
 O. S. Youngberg.  
 T. M. Angus.  
 J. Bright.  
 W. R. Butler.

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George Bell & James Cavanagh (trading as Bell & Cavanagh).  
 Bowler & Bell.  
 T. M. Broadbent.  
 J. T. Cook.  
 John Cook (trading as Cook, Son & Company).  
 H. L. Clisby.  
 E. J. Dawes.  
 George Harold Ekers and George Albert Robinson (trading as Ekers & Robinson).  
 George A. Earle.  
 A. Gruneklee.  
 Clarence William Gosling (trading as C. W. Gosling & Company).  
 E. L. Hughes.  
 G. J. Hardwick.  
 R. E. Howie.  
 Vickery Young Jones (trading as Jones Brothers).  
 Richard Millington & Frederick Alfred Applekamp (trading as Millington & Applekamp).  
 A. Macrow & Sons Proprietary Limited.  
 C. E. Mitchell.  
 L. J. Mellowship.  
 Frederick Augustus Marshall & John Clarence Henry Schwarz (trading as Marshall & Company).  
 Kate McDonald, George McDonald, & Flora Wright (trading as McDonald & Company).  
 Patrick McCabe & Edward McCarron (trading as McCarron & McCabe).  
 Herbert William Ormsby & Percival Thomas Spicer (trading as Ormsby & Spicer).  
 T. O'Connor.  
 Henry George Parker (trading as Parker & Company).  
 Clarence F. Rainsford.  
 Cecil H. Smith.  
 Edwin H. Smith.  
 Samuel Barr Shierlaw (trading as Shierlaw & Company).  
 J. C. Stone.  
 Thomas Truscott (trading as "The Don").  
 Reginald Habib (trading as the Union Clothing Manufacturing Company).  
 Victor Ernest Vick (trading as Vick & Giles).  
 Karl Heinrich Emanuel Wiener (trading as E. Wiener & Son).

H. Zachariah.  
 Frederick Walsh.  
 Ferry & Co. Ltd.  
 Balmain Co-operative Society Limited.  
 J. H. Balson.  
 William John Baker Blackmore, John Thomas Bird, &  
 William Edwards (trading as W. J. B. Blackmore &  
 Company).  
 Morris J. Browne.  
 Gustavus Emil George Boesser (trading as G. Boesser & Com-  
 pany).  
 Sam Bowen.  
 Frederick Briggs & John Cribbes (trading as Briggs &  
 Cribbes).  
 R. R. Brown.  
 Miriam Braham & Joseph Goodheim (trading as David  
 Braham & Company).  
 George Alfred Breathour (trading as G. Breathour & Com-  
 pany).  
 Claude H. Bourke.  
 O. C. Buchanan.  
 J. W. Burton.  
 William Chorley & Henry James Alder Chorley (trading as  
 W. Chorley & Company).  
 John Allworth Clark & John Raymond Clark (trading as  
 Clark & Sons).  
 John Cohen.  
 D. Cohen.  
 Cogan & Britton.  
 Cogan & Sons Limited.  
 H. J. Cohen.  
 Cohan Brothers.  
 C. H. A. Cohen.  
 J. H. Cutler.  
 Robert Percival Davidson (trading as Davidson & Norton).  
 Coleman Davis (trading as C. Davis & Company).  
 Harold Charles Daymond (trading as H. C. Daymond & Com-  
 pany).  
 F. W. Elliott.  
 John English (trading as English & Company).  
 Louis Galatea Emanuel & William John Emanuel (trading as  
 L. G. Emanuel & Company).  
 C. J. Earle.  
 Archibald Freebairn (trading as Freebairn & Company).  
 Frank E. French.

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C. H. Farmer.  
George Finch.  
Charles F. Ferguson.  
W. Calder.  
Bon Marche.  
Morris F. J. Browne.  
I. W. Goldstein.  
David Thomas Grant (trading as David Grant & Company).  
John D. Garvan.  
Francis Gates.  
Edward Arthur Hagon (trading as Hagon Brothers).  
W. M. Harris.  
R. C. Hagon.  
C. V. Hanson.  
E. R. Herford.  
Donald Campbell Howat & David McPhail (trading as  
Howat & McPhail).  
Thomas Humphries.  
H. L. Isaacs.  
"Jack."  
Nathan Jacobs & Company Limited.  
Jakovsky & Company.  
H. Kahl.  
J. W. Kerr.  
F. W. Keers.  
J. J. Keneally.  
Kitchener Limited.  
Olli Kilponen.  
Kong Sing.  
Manasseh Arthur Lasker (trading as Lasker & Lasker).  
Laskers Limited.  
Claude Edwin Lane & Norman C. Lane (trading as Edwin  
Lane & Sons).  
Michael Michael (trading as Limburg & Michael).  
G. Monro.  
Richard Charles Messiter & Alexander Ferguson (trading as  
Messiter & Ferguson).  
George E. Mercier.  
Frank Morphew.  
W. & W. McArthur Limited.  
Osborne Gates & Company Limited.  
M. H. Page.  
Patterson & Company.  
J. E. Parsons.  
Thomas W. L. Perry.

J. C. Pepper.  
 B. Phillips.  
 Pond & Pond.  
 Thomas Dayton Pritchard (trading as Pritchard & Com-  
 pany).  
 William Daniel Fetherston (trading as Proudford &  
 Fetherston).  
 Andrew Ring.  
 J. Turner Robinson.  
 Alfred Riedel.  
 Francis Victor Richards (trading as F. V. Richards & Com-  
 pany).  
 M. J. Reddy.  
 Robert Reid & Company Limited.  
 Michael Somers.  
 A. D. Shaffer.  
 J. Shaw.  
 John Fahey (trading as Smith & Fahey).  
 W. McDonald Sutherland.  
 Charles Savage.  
 H. W. Stewart.  
 Ernest Howes & Isaac Ashe McKnight (trading as "The  
 Merchant Tailors' Workshops").  
 G. Thorpe.  
 R. Thomas.  
 The Government of the State of New South Wales Clothing  
 Factory, The Honorable George Beeby (Minister for  
 Labour).  
 A. E. Woods.  
 Woodruff & Ramsay.  
 R. D. Walker.  
 Thomas H. Williams.  
 Edmund Webb.  
 H. G. Wright Limited.  
 Lot Wallace (attorney for P. L. S. Wallace and Lord Wallace  
 of Blackheath) (trading as Wallace & Company).  
 E. T. Walsh.  
 Julian Warren.  
 G. A. Zink & Sons.  
 A. McDonald.  
 C. Savage.  
 Roy D'Argeval.  
 W. Sharp.  
 Robert Peart.  
 J. A. Clark.

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Joseph M. Pedley & Henry John Pedley (trading as J. M. Pedley & Son), Crookwell.  
 F. Gerard.  
 N. V. Newton.  
 Maurice Savage (trading as C. Savage & Son).  
 Kurri Kurri Co-operative Society Limited.  
 A. J. Lynch.  
 Edward Thomas McGovern & Reginald Clement Ribee (trading as McGovern & Ribee).  
 E. Swinger.  
 W. Wilks.  
 Wallace Wilson.  
 J. M. Allman.  
 C. Curran.  
 J. Giles.  
 Stuart Taylor Lamrock (trading as Lamrock & Lound).  
 Ernest William Britz & Maurice Charles Cooksley (trading as Britz & Cooksley).  
 M. F. Carey.  
 P. Callaghan.  
 Adam Cook (junior) & William Thomas Horace Humphreys (trading as Cook & Humphreys).  
 Henry P. Cornish & William James Cornish (trading as H. P. Cornish & Company).  
 The Newcastle & Suburban Co-operative Society Limited.  
 E. A. Cummings.  
 J. Elliott (trading as "Elliotts").  
 E. Griffin.  
 G. C. Henderson.  
 T. E. Johns.  
 James Alexander Leslie (trading as J. A. Leslie & Company).  
 G. Sinclair.  
 W. Oakes.  
 Charles William Robbins & John O'Sullivan (trading as O'Sullivan & Company).  
 Alexander Peate, Cecil Holdsworth Hollinshead, & George Peate (trading as Alex. Peate & Company).  
 J. J. Punton.  
 R. T. Rundle.  
 Stagga's Clothing Palace Limited.  
 A. Shaw.  
 The West Wallsend Co-operative Society Limited.  
 F. W. Sheffield.  
 J. Duband.  
 I. & J. Roff.

## PART II.

1919.

(a) The minimum rates of wages to be paid by respondents to journeywomen who are members of the claimant organization shall be as follows:—

		Per week.			The President.
		£	s.	d.	
Cutters (except in order tailoring)	.. .. .	3	15	0	
Cutters in order tailoring	.. .. .	4	10	0	
Trimmers	.. .. .	3	15	0	
Fitters (except in order tailoring)	.. .. .	3	10	0	
Fitters in order tailoring	.. .. .	3	15	0	
Pressers	.. .. .	3	15	0	
Seam and underpressers	.. .. .	3	5	0	
Body or dress-coat hands	.. .. .	3	15	0	

And the minimum piece-work rates to be paid by respondents to the said journeywomen shall be those prescribed for journeymen in Part I. hereof.

The definitions of the classes of employees are as appear in Part I.

## HOURS.

(b) The maximum number of hours of duty for employees who are members of the claimant organization shall be (unless payment be made for the overtime as prescribed in Part I. hereof) 44 per week.

(c) An interval shall be allowed of not less than three-quarters of an hour for the midday meal.

(d) When any spell of duty is for more than four hours an interval of ten minutes to be selected by the employer shall be allowed in the third hour to females and apprentices for refreshment. The interval shall be treated as part of the time of duty without deduction of time-work pay.

(e) The several respondents shall permit any officer authorized by the union to enter from time to time the several factories or workshops at the midday meal time for the purpose of posting in a reasonable manner union notices or of carrying out any union duties.

(f) Part II. of this award shall be binding on the following respondents:—

J. A. Archer.

Robert Woods & Rhoda C. Woods (trading as the A.N.A. Clothing Company).

Edgar Solomon (trading as the Albion Tailoring Company).

H. J. Bean.

Herbert E. Becker.

W. R. Ball.

R. J. Byers.

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W. H. Bruce.  
 W. H. Boyle.  
 E. & P. Barnett (trading as J. Barnett).  
 J. R. Blencowe.  
 A. W. Bargery.  
 Frederick George Sargood, Alfred Herbert Sargood, Arthur  
 William Relph (trading as Sargood Brothers).  
 G. W. Briggs.  
 Ball & Welch Proprietary Limited.  
 David Benjamin & Wolf Benjamin (trading as D. & W. Ben-  
 jamin).  
 Alfred Bowley & Lloyd Alfred Bowley (trading as A. Bowley  
 & Co.).  
 Buckley & Nunn Limited.  
 V. P. Benjamin.  
 Isaac Bowley (trading as Bowley & Son).  
 William James Beattie (trading as J. Beattie & Company).  
 W. Butler.  
 D. W. Braid.  
 Alexander Bloom.  
 J. T. Barbour.  
 James Henry Reilly & Walter Edward Thurling (trading as  
 Southwell Coultas & Co.).  
 Craig Williamson Proprietary Limited.  
 Walter William Capon & Norman Leslie Montgomerie (trad-  
 ing as Capon & Montgomerie).  
 Waring Gabez Crook (trading as Crook & Crystal).  
 Samuel Cohen, Charlotte N. Cohen, Archibald Samuel Cohen,  
 & Harry Alpha Cohen (trading as C. A. Cohen & Sons).  
 Samuel Cohen.  
 Herbert James Carter (trading as "Carters").  
 Thomas Patrick Mangan & James Pearson (trading as Cas-  
 sells & Company).  
 J. Dunning and Company.  
 Isadore Kino (trading as Dombey & Company).  
 Lucy Amelia Davies, John Swaine, & John Herbert Swaine  
 (trading as Davies and Swaine).  
 Samuel Leslie Davis & Harold Davis (trading as Davis &  
 Son).  
 Denniston & Company Proprietary Limited.  
 Sol. Davis.  
 William Hunter Davies & George Henry Doery (trading as  
 Davies Doery & Company).  
 Louis Ellinson & Raymond Ellinson (trading as Ellinson  
 Brothers).

Louis Epstein.  
 Samuel Frieze & Joseph Frieze (trading as Frieze Brothers).  
 Foy & Gibson Proprietary Limited.  
 William Daniel Featherston & Charles Richard Dyson (trading as Featherston & Dyson).  
 Ferguson & Mahony.  
 William Thomas French.  
 J. Grimwood.  
 Samuel Grainger (trading as Grainger & Company).  
 George Richardson Gatehouse & George Gatehouse (trading as George Gatehouse & Son).  
 Joseph Granger (trading as Granger & Company).  
 Herbert Alfred Williams (trading as Gardiner & Company).  
 Edward Thomas Austin Greenwell, John McIntosh, and Edward Lewis (trading as Greenwell & McIntosh).  
 S. R. George.  
 F. Gilgohan.  
 Frank Holt and John Henry Holt (trading as Frank Holt & Sons).  
 Frank Hartley.  
 Walter Hirst Haigh & Thomas Baillie (trading as Haigh Brothers).  
 Abraham Harris & Mark Goldstein (trading as Harris & Goldstein).  
 Houston Manufacturing Company Proprietary Limited.  
 Philip Harrison & Matthew Harrison (trading as P. Harrison & Company).  
 John Knox Hagan (trading as Hagan Brothers).  
 John Henry Hooper, Edward Thomas Hooper, and John Robertson (trading as J. H. Hooper & Company).  
 L. V. Howard.  
 Richard Ince (trading as Ince Brothers).  
 George Hoscar Jago & Henry Francis Crawford (trading as Jago & Crawford).  
 J. P. Jones.  
 Maurice Joseph & Phœbe Joseph (trading as L. Joseph & Company).  
 Maurice Joseph.  
 Daniel Joel, Samuel Isaacs, & Joel Moss (trading as Joel & Isaacs).  
 E. Jackson.  
 Albert Edward Kino (trading as "Kino's").  
 William D. Kewley.  
 C. C. Loft.  
 Lasky & Malter.

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Reginald T. Lloyd.  
 Mabel Ferne (trading as the London and American Supply  
 Stores).  
 Lincoln Stuart & Company Proprietary Limited.  
 Louis Lipman.  
 C. J. Lane.  
 Nathaniel Lewis Levy & Algernon Benjamin Sanders (trading  
 as the Leviathan Clothing Company).  
 Axel Edwin Gullquist & Peter Alfred Lawson (trading as  
 Lawson & Gullquist Brothers).  
 William Liversage & Edgar Charles Green (trading as Liver-  
 sage & Green).  
 London Stores Limited.  
 Chas. Lane & Co. Pty. Ltd.  
 Molloy & McKenzie.  
 J. Mitchell.  
 Alfred Percy Wyatt (trading as J. B. Milton & Company).  
 M. Marks.  
 G. F. McCann.  
 William McNabb (trading as W. McNabb & Company).  
 D. M. McIntosh.  
 Niels Neilsen & Charles George Morgan (trading as Neilson  
 & Morgan).  
 R. C. Norman.  
 P. H. Opas.  
 G. E. Pinkerton.  
 W. Power.  
 Edward Armsworth Pleasants (trading as Phoenix Clothing  
 Company).  
 Edwin Thomas Plummer (trading as Plummer & Company).  
 Henry Posner & John Jacob Cohen (trading as Posner &  
 Cohen).  
 Quirk & Marsh.  
 R. W. Raby.  
 E. W. Roach.  
 Robertson & Moffat Proprietary Limited.  
 William Roberts (trading as W. Roberts & Son).  
 J. L. Sherman.  
 Thomas E. Smith.  
 Margaret Sterling & Samuel Nutt (trading as The Sterling  
 Company).  
 Harris Simon.  
 James Spence Smith & James Francis Smith (trading as J.  
 & J. F. Smith).  
 Sydney E. Sims.

James Sinclair.

Charles Snellgrove & Frederick Martin Rusch (trading as  
Snellgrove and Rusch).

Michael Schneiders, Abraham Sniders, Harry Schneiders,  
Lewis Schneiders, Isaac Schneiders, George Zadok  
Schneiders, Joseph Schneiders & George Schneiders  
(trading as J. & B. Sniders).

Nellie June Clapp & May Elizabeth Clapp (trading as  
"Sorelle").

A. Silverman.

Scovell & Spurling Proprietary Limited.

L. F. Smith.

L. H. Scarfe.

C. N. Saunders.

Arthur W. Shands.

J. Sherman.

C. J. Stanway.

The Mutual Store Limited.

James Thelwell.

W. Trigg.

The Metropolitan Fire Brigades Board.

Thomas Trevena & Sons.

Joe Taylor.

Alfred Verey & Alfred Cross (trading as Verey & Cross).

T. J. Willcocks.

Bertram Leslie Whittaker, Jessie Elsie Whittaker & Robert  
Charles Whittaker (trading as Whittaker Clothing Com-  
pany).

Wallace & Shorter.

G. Wardrop.

Samuel James Woods & William Peter Manson (trading as  
Woods & Manson).

Arthur Wood.

George Adamson Webster, John Irwin & Jane Webster (trad-  
ing as Webster, Irwin & Company).

Willis & Taylor Proprietary Limited.

John Mangnall.

W. J. Robinson.

Myers Proprietary Limited.

John Charles Dulfer & Adam Dulfer (trading as Dulfer  
Brothers).

William James Gribble, John Henry Gribble, Thomas Ernest  
Gribble & Hedley Champion Gribble (trading as W.  
Gribble & Company).

Frederick W. Hall.

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A. Jonas.  
 James Lyons and William White (trading as Lyons & White).  
 William R. Morshead.  
 S. Philpott.  
 James L. Tyler.  
 M. P. Whiteside.  
 Cowdell, Tonner & Ellis.  
 J. Snow & Company.  
 Broadway Tailoring Company.  
 George Michelmore Hitchcock & Howard Hitchcock (trading  
 as Bright & Hitchcock).  
 R. Collins Hocking.  
 Norman S. Ince.  
 P. J. White.  
 J. Solomon.  
 Mr. P. Goldberg (trading as Colonial Underclothing Manu-  
 facturing Co.).  
 Isaac Goldenberg.  
 Messrs. Down & Mutimer.  
 J. Bidencope & Sons Limited.  
 J. W. Bastick.  
 Henry Cook & George Gislingham (trading as H. Cook &  
 Son).  
 J. Costello.  
 Edwin Arthur Solomon (trading as Federal Tailoring Com-  
 pany).  
 Alfred Foley (trading as M. J. Foley).  
 Wilson James Bailey (trading as J. B. Mathers & Son).  
 Arthur Augustus Moore (trading as Frederick Moore & Son).  
 Thomas Sydney Nettlefold (trading as "Nettlefolds").  
 John Pennell Smale & Frederick William Smale (trading as  
 Smale Bros.).  
 Templeman Limited.  
 Charles Connor (trading as Victorian Tailoring Company).  
 H. Thomas.  
 James William Harold White.  
 Emmeline Myrtle Boatwright (trading as J. W. Boatwright  
 & Company).  
 Thomas Bourke Limited.  
 F. Boatwright.  
 C. C. Croft & Son.  
 H. Cobern.  
 H. T. Cobern.  
 Harold Robert Cox & James Oscar Theodore Webb (trading  
 as Cox & Webb).

- Percival Walter Ellis & Samuel Thomley Ward (trading as  
P. W. Ellis & S. T. Ward).
- P. O. Fysh & Co. Limited.
- N. H. Fitze.
- J. C. Findlayson.
- G. Harrison.
- Thomas Richard Alwyn Keating (trading as A. Keating &  
Company).
- Paul & Company.
- J. Riva.
- H. J. Wilkins.
- W. C. West.
- B. G. Burt Limited.
- T. C. Beirne & Company.
- Bayard & Company.
- Thomas Brown & Sons Limited.
- Bishop & Woodward.
- Twomey & Company.
- Duncalfe & Company Limited.
- R. A. Conn.
- Chapman's Limited.
- J. B. Clarke.
- Cairnie & Company.
- D. Dunbar.
- Foxwell Brothers Limited.
- Finney, Isles & Company Limited.
- J. Freedman & Company.
- A. & G. Finlayson.
- J. Flynn.
- Henry Findlater.
- J. Freedman.
- T. W. Gregg.
- Charles Gilbert Limited.
- J. H. Gibson.
- J. Henderson.
- Thomas Halls Limited.
- Leslie James Limited.
- J. C. Kenyon.
- Moore Brothers.
- McWhirters Limited.
- McDonnell & East Limited.
- Neilson & Lennox.
- Overells Limited.
- Pike Brothers Limited.
- Petersen & Chalmers.

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M. Pond.  
 J. T. Phipps.  
 Rothwells Limited.  
 J. A. Rowell.  
 Matthew Reid & Company.  
 Reddan & Meller.  
 F. Shiller.  
 Alexander Stewart & Sons Limited.  
 J. W. Walker.  
 Percy E. Doctor (trading as Weldone Clothing Company).  
 The Sun Manufacturing Company Limited.  
 John Barry (trading as "The Ideal Tailors").  
 Voight Brothers.  
 O. S. Youngberg.  
 T. M. Angus.  
 Adelaide Co-operative Society Limited.  
 J. Bright.  
 W. R. Butler.  
 Harrie Berriman (trading as H. Berriman & Company).  
 George Bell & James Cavanagh (trading as Bell &  
 Cavanagh).  
 Bowler & Bell.  
 T. M. Broadbent.  
 Frederick Bourne (trading as F. Bourne & Son).  
 Wilfred Coultas & Leslie Coultas (trading as Coultas & Sons).  
 J. T. Cook.  
 John Cook (trading as Cook Son & Company).  
 Charles Cope & Clifford Cope (trading as Cope Brothers).  
 H. L. Clisby.  
 Donaldsons Limited.  
 E. J. Dawes.  
 George Harold Ekers & George Albert Robinson (trading as  
 Ekers & Robinson).  
 George A. Earle.  
 A. Gruncklee.  
 Clarence William Gosling (trading as C. W. Gosling & Com-  
 pany).  
 A. W. Gordon.  
 E. L. Hughes.  
 A. E. Hawkes.  
 G. J. Hardwick.  
 C. W. Hamlyn.  
 R. E. Howie.  
 Vickery Young Jones (trading as Jones Brothers).  
 Richard Millington & Frederick Alfred Applekamp (trading  
 as Millington & Applekamp).

James Marshall & Company Limited.  
 A. Macrow & Sons Proprietary Limited.  
 D. & W. Murray Limited.  
 Miller Anderson Limited.  
 C. E. Mitchell.  
 L. J. Mellowship.  
 John Martin & Company Limited.  
 E. J. Malcolm.  
 Frederick Augustus Marshall & John Clarence Henry  
 Schwartz (trading as Marshall & Company).  
 Kate McDonald, George McDonald & Flora Wright (trading  
 as McDonald & Company).  
 Patrick McCabe & Edward McCarron (trading as McCarron  
 & McCabe).  
 Herbert William Ormsby & Percival Thomas Spicer (trading  
 as Ormsby & Spicer).  
 T. O'Connor.  
 C. J. Prouse.  
 G. J. Plenty.  
 James Henley, Harry Peek & Alfred John Peek (trading as  
 Peek Brothers).  
 Frederick John Parton & Sydney Larter Brown (trading as  
 Parton & Brown).  
 Henry George Parker (trading as Parker & Company).  
 Clarence F. Rainsford.  
 William Albert Sneyd (trading as "Sneyds").  
 Edwin Storr (trading as Edwin Storr & Son).  
 Cecil H. Smith.  
 Edwin H. Smith.  
 Samuel Barr Shierlaw (trading as Shierlaw & Company).  
 J. C. Stone.  
 Leopold Threlfall (trading as L. Threlfall).  
 The National Clothing Manufacturing Company Limited.  
 Thomas Truscott (trading as "The Don").  
 Reginald Habib (trading as the Union Clothing Manufac-  
 turing Company).  
 Victor Ernest Vick (trading as Vick & Giles).  
 Charles Edward Walter, Frank Leslie Walter & Cecil Horace  
 Walter (trading as Walter & Sons).  
 Karl Heinrich Emanuel Wiener (trading as E. Wiener &  
 Son).  
 G. & R. Wills & Company Limited.  
 Louis Winslow Wheeler & Walter Harrison Wheeler (trading  
 as "Wheeler").  
 F. R. Williams.  
 H. Zachariah.

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Frederick Walsh.  
 Henry Alexand Steigrad (trading as Henry Alexander & Company).  
 Ferry & Company.  
 Balmain Co-operative Society Limited.  
 J. H. Balson.  
 William John Baker Blackmore, John Thomas Bird & William Edwards (trading as W. J. B. Blackmore & Company).  
 Morris J. Browne.  
 Richard Edward Blackwell.  
 Marcus Clarke & Company Limited.  
 Gustavus Emil George Boesser (trading as G. Boesser & Company).  
 Sam Bowen.  
 Frederick Briggs & John Cribbes (trading as Briggs & Cribbes).  
 Martin Wright Mubone & Christia Barry (trading as "The Bristol Clothing Company").  
 R. R. Brown.  
 Miriam Braham & Joseph Goodheim (trading as David Braham & Company).  
 George Alfred Breathour (trading as G. Breathour & Company).  
 Claude H. Bourke.  
 O. C. Buchanan.  
 J. W. Burton.  
 John Tilley (trading as "The Central Tailoring Company").  
 William Chorley & Henry James Alder Chorley (trading as W. Chorley & Company).  
 John Allworth Clark & John Raymond Clark (trading as Clark & Sons).  
 John Cohen.  
 D. Cohen.  
 Cogan & Britton.  
 Cogen & Sons Limited.  
 H. J. Cohen.  
 Cohan Brothers.  
 C. H. A. Cohen.  
 J. H. Cutler.  
 Robert Percival Davidson (trading as Davidson & Norton).  
 Coleman Davis (trading as C. Davis & Company).  
 Harold Charles Daymond (trading as H. C. Daymond & Company).  
 F. W. Elliott.

Evers & Cohen Limited.  
 John English (trading as English & Company).  
 Louis Galatea Emanuel & William John Emanuel (trading  
 as L. G. Emanuel & Company).  
 C. J. Earle.  
 Archibald Freebairn (trading as Freebairn & Company).  
 Frank E. French.  
 Mark Foy's Limited.  
 C. H. Farmer.  
 George Finch.  
 Farmer & Company Limited.  
 Charles F. Ferguson.  
 W. Calder.  
 Bon Marche.  
 Morris F. J. Browne.  
 I. W. Goldstein.  
 David Thomas Grant (trading as David Grant & Company).  
 Grace Brothers Limited.  
 John D. Garvan.  
 Gowing Brothers Limited.  
 Francis Gates.  
 Edward Arthur Hagon (trading as Hagon Brothers).  
 W. M. Harris.  
 R. C. Hagon.  
 Haywards Limited.  
 C. V. Hanson.  
 E. R. Herford.  
 J. F. Holle & Company Limited.  
 Donald Campbell Howat & David McPhail (trading as Howat  
 & McPhail).  
 Anthony Hordern & Sons Limited.  
 Thomas Humphries.  
 H. L. Isaacs.  
 David Jones Limited.  
 "Jack."  
 Nathan Jacobs & Company Limited.  
 Jakovsky & Company.  
 H. Kahl.  
 J. W. Kerr.  
 F. W. Keers.  
 H. H. Kelly Limited.  
 J. J. Keneally.  
 Kitchener Limited.  
 Olli Kilponen.

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Kong Sing.  
 Manasseh Arthur Lasker (trading as Lasker & Lasker).  
 Lowes Limited.  
 Laskers Limited.  
 Claude Edwin Lane & Norman C. Lane (trading as Edwin Lane & Sons).  
 F. Lassetter & Company Limited.  
 Michael Michael (trading as Limburg & Michael).  
 G. Monro.  
 Richard Charles Messiter & Alexander Ferguson (trading as Messiter & Ferguson).  
 George E. Mercier.  
 Frank Morphew.  
 McDowell's Limited.  
 W. & W. McArthur Limited.  
 Osborne Gates & Company Limited.  
 M. H. Page.  
 Patterson & Company.  
 Frederick John Palmer & Ernest Albert Palmer (trading as F. J. Palmer & Son).  
 J. E. Parsons.  
 William Henry Perry & Henry John Perry (trading as Perry & Core).  
 Thomas W. L. Perry.  
 Peapes & Company Limited.  
 J. C. Pepper.  
 B. Phillips.  
 Pond & Pond.  
 Thomas Dayton Pritchard (trading as Pritchard & Company).  
 William Daniel Fetherston (trading as Proudford & Fetherston).  
 Andrew Ring.  
 J. Turner Robinson.  
 Alfred Riedel.  
 Francis Victor Richards (trading as F. V. Richards & Company).  
 M. J. Reddy.  
 M. Rose.  
 Robert Reid & Company Limited.  
 Morris Samuels (trading as M. Samuels & Company).  
 Lewis Simons.  
 Michael Somers.  
 A. D. Shaffer.

J. Shaw.  
 John Fahey (trading as Smith & Fahey).  
 W. McDonald Sutherland.  
 Charles Savage.  
 H. W. Stewart.  
 D. Solomon.  
 Ernest Howes & Isaac Ashe McKnight (trading as "The  
 Merchant Tailors' Workshop").  
 G. Thorpe.  
 R. Thomas.  
 James Thomson (trading as Thomson Son & Company).  
 The Government of the State of New South Wales Clothing  
 Factory, the Honorable George Beeby (Minister for  
 Labour).  
 Louis Solomon (trading as Wentworth Clothing Company).  
 A. E. Woods.  
 Woodruff & Ramsay.  
 R. D. Walker.  
 Thomas H. Williams.  
 Edmund Webb.  
 H. G. Wright Limited.  
 S. Weingott & Sons Limited.  
 Lot Wallace (Attorney for P. L. S. Wallace & Lord Wallace  
 of Blackheath, trading as Wallace & Company).  
 E. T. Walsh.  
 Julian Warren.  
 G. A. Zink & Sons.  
 A. McDonald.  
 C. Savage.  
 Roy D'Argeval.  
 W. Sharp.  
 Robert Peart.  
 J. A. Clark.  
 Joseph M. Pedley & Henry John Pedley (trading as J. M.  
 Pedley & Sons, Crookwell).  
 F. Gerard.  
 N. V. Newton.  
 Maurice Savage (trading as C. Savage & Son).  
 Kurri Kurri Co-operative Society Limited.  
 A. J. Lynch.  
 Edward Thomas McGovern & Reginald Clement Ribee (trad-  
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 E. Swinger.  
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Wallace Wilson.

J. M. Allman.

C. Curran.

J. Giles.

Stuart Taylor Lamrock (trading as Lamrock & Lound).

Ernest William Britz & Maurice Charles Cooksley (trading as Britz & Cooksley).

M. F. Carey.

P. Callaghan.

Adam Cook (Junior) & William Thomas Horace Humphreys (trading as Cook & Humphreys).

Henry P. Cornish & William James Cornish (trading as H. P. Cornish & Company).

The Newcastle & Suburban Co-operative Society Limited.

E. A. Cummings.

J. Elliott (trading as "Elliotts").

E. Griffin.

G. C. Henderson.

T. E. Johns.

James Alexander Leslie (trading as J. A. Leslie & Company).

G. Sinclair.

W. Oakes.

Charles William Robins & John O'Sullivan (trading as O'Sullivan and Company).

Alexander Peate, Cecil Holdsworth Hollinshead & George Peate (trading as Alex. Peate & Company).

J. J. Punton.

R. T. Rundle.

Stagga's Clothing Palace Limited.

A. Shaw.

The West Wallsend Co-operative Society Limited.

F. W. Sheffield.

J. Duband.

I. & J. Roff.

J. Sackville.

(h) This award shall operate as to the minimum rates of wages time-work and piece-work as from the 15th May 1919 and as to all other provisions as from midnight on the 26th October 1919 and it shall continue in force until the 15th May 1922.

Solicitors for claimant organization—*Brennan and Rundle*.

Solicitors for Victorian, Queensland, South Australian, and Tasmanian respondents—*Derham, Robertson and Derham*.

The following is a copy of the report by Mrs. Osborne, referred to in the Clothing Trades Case:—

REPORT ON INQUIRY INTO THE CONDITIONS OF EMPLOYMENT OF WOMEN WORKERS IN THE CLOTHING TRADE,

By

ETHEL E. OSBORNE, M.Sc. (Victoria and Leeds Universities).

(Investigator under the Industrial Fatigue Research Board, U.K.)

At the request of His Honour Mr. Justice Higgins, President of the Commonwealth Court of Conciliation and Arbitration, I undertook to inquire into and report on the following matters:—

- (1) The maximum number of hours per day and per week appropriate for female workers in the manufacture of clothing (order tailoring, ladies' tailoring and ready-made) having regard to (a) health (b) efficiency (c) output.
- (2) The appropriate distribution of hours, and the time to be allowed for any meal.
- (3) To draw distinction, if necessary, between machine-workers (power and treadle) and hand-workers.

Early this year, I returned to Melbourne from England where I had been engaged for nearly two years under the Ministry of Munitions of War in factories in which large numbers of women were employed on work of very varying degrees of skill and requiring very varying degrees of physical exertion. At first my work consisted of night welfare work, the duties of which bring the conscientious worker into the closest touch with the women employed. Afterwards, I was at different times Head Supervisor in National Ordnance Factories where 900 and 2,700 girls respectively were employed. The duties of such posts entail entire charge of all the women in every respect, other than actual technical work. Later, I was engaged entirely on investigations concerning the health, welfare, efficiency and output of women munition workers under the Health of Munition Workers' Committee whose final report was issued at the end of 1918, under the Medical Research Committee of the National Health Insurance and as Investigator for the newly formed Industrial Fatigue Research Board, which has been established as a permanent organization "To consider and investigate the relations of the hours of labour, and of other conditions of employment, including methods of work, to the production of industrial fatigue, having regard both to industrial efficiency and to the preservation of health among the workers".

This intimate association with these organizations and the constant daily and nightly contact with women working under such varying industrial conditions could not fail to impress on any one realizing the value of industry to the nation's well-being, the importance of these very problems which have been placed before me for inquiry.

In order to facilitate my investigation here, I have been granted access to various clothing factories and tailoring establishments in Melbourne and suburbs, and have been received with courtesy, which I should like here to acknowledge, by all employers who have withheld no information I have desired; nor have I been hindered in any way from going about freely in the factories and speaking with the workers. Further, I have personally questioned along a certain definite schedule of inquiry 33 women in various establishments, and though this entailed interruption of their work, the employers readily granted them the time.

From other reliable sources I have gained information of considerable value in helping me to form my conclusions.

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In a specialized study of this industry it is necessary first to consider the number and condition of the workers.

As my inquiries have been confined to the Melbourne district, I have employed in these considerations the returns of the Victorian Inspector of Factories. In his 1918 report the following figures are given:—

In the clothing trade—total males employed are .. 1,125  
 Total females .. .. . 5,517

That is 83 per cent. of the total work-people engaged in the clothing trade are females. Of these females—

1,418 are apprentices or improvers under 21 years of age.  
 15 are juveniles other than apprentices or improvers.

Hence a total of 1,433 girls are employed in the clothing trade, or practically 26 per cent. of the females employed are under 21 years of age.

In all considerations therefore, this fact must be borne in mind that, at least, one quarter of the female workers are under 21 years of age, and these girls must be regarded as still in the developmental stage. Conditions must be such that their healthy development is not impaired as on them rests in the main the health of the future generation. This is one of the most important aspects of the employment of women in industry, in view of the value which is now attached to healthy children as a national asset.

The girl just fresh from school, passing straight into a factory is suddenly transferred from a routine of morning school from 9 a.m. to 12, and afternoon school from 1.30 p.m. to 4 p.m. in each case with a break half way through the period, to a daily routine of, for example, 8 a.m. to 12.30 p.m. and 1 p.m. to 6 p.m. if in a factory where Saturday morning is not worked.

All through my investigation I have been impressed with the fact that in this industry the women engaged are of a fine type. One would judge from their answers to questions and their general attitude in conversation that they are conscientious, thoughtful girls, willing to give of their best; neither do they express exaggerated views which they feel they cannot support.

In the trade there are two systems of hours in vogue, (1) wherein work is carried on during Saturday morning, that is on five and a half days of the week; (2) wherein no work is carried on during Saturday morning, that is only five days during the week. The latter system seems to have become wide-spread and appears in a large measure to be the result of a desire on the part of the women to have a free Saturday morning for reasons which have been clearly pointed out by the Chief Women Inspector of Factories. I came to the conclusion, as a result of my questions, that this free Saturday morning is highly appreciated by the women, even at the expense of the considerable lengthening of the working day, which it entails. But, though it is so much valued by them, it does not necessarily mean to say that it is to their real and ultimate good.

Under the five and a half days' system the time-table is generally somewhat as follows:—

Week days—8.30 a.m. to 1 p.m. and 1.30 p.m. to 5.45 p.m.

Saturdays—8.30 a.m. to 12.45 p.m.

thus allowing half-an-hour for lunch.

or

Week days—8 a.m. to 12 and 12.45 p.m. to 5.30 p.m.

Saturdays—8 a.m. to 12.15 p.m.

thus allowing three-quarters of an hour for lunch.

When the five days' system is employed in order to approximate to the maximum of 48 hours, which must be included between 8 a.m. and 6 p.m. the following or similar time-table has to be adhered to:—

Week days—8 a.m. to 12.45 p.m. and 1.15 p.m. to 6 p.m.

This only gives 47½ hours' work per week. In some firms the lunch time is cut down to 25 minutes which then gives practically 48 hours per week.

Under neither system is the so-called "Ideal of an eight hours' day" attained. This, of course, has been sacrificed from the beginning, in order to have a half holiday on Saturday, but the half holiday is now universally accepted and expected all through industry. It is recognised now that the eight hours' day implies a 44 hours' week. We are thus faced with the fact that under either system the unbroken spells of work reached to four and three-quarters, five, or even more hours.

In many of the smaller factories and workshops, and the order establishments, several of the women come late regularly in the morning, and frequently cut down their work voluntarily to 44 or less hours. In the case of piece-workers they probably feel that they will be able to get through the work which they will receive, and prefer to hurry in order to shorten the hours of the working day. In the case of weekly rate employees, they sacrifice their pay to the extent to which they are late. This late-coming may, in odd cases, be due to the type of girl, who tends always to be late, but the greater number must be doing this because they feel the day too long and prefer the shorter hours, even though their wages suffer. It appears that very little alteration would be caused in the output of those shops, where late-coming is general, by a reduction of one half-hour a day, followed by insistence on punctuality at starting. That a large percentage of the workers come late means certain dissatisfaction on the part of the other workers, often dislocation of the work, and certainly over-head charges on the management for which no return is being obtained.

In the larger establishments, where division of labour is carried on, punctuality is necessary for efficient running and so it is in connexion with this type of factory that the reduction of hours needs more detailed consideration.

In the consideration of the hours of work which are most suitable for women workers in the industry there are certain definite factors, which must be taken into account, before one can arrive at a satisfactory determination.

These factors are largely those which have to be weighed in connexion with any industry, and were the guiding lines of many of the investigations carried out in England under the Health and Munitions Workers' Committee. They may be tabulated as follows:—

- (1) The character of the work, whether it is strenuous or light, whether it is continuous or intermittent, the nature of the physical and mental demands made by it on the worker, the possibilities of strain, physical or mental, &c.
- (2) In the case of machine workers, whether the machine dictates the speed to the worker or the worker controls the speed of the machine.
- (3) The capacity of the workers as individuals—sex, age, type, &c.
- (4) The surroundings in which the work is performed, that is, the factory environment, including such points as ventilation, temperature, provision of cloak rooms, &c.

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- (5) The welfare organization, including the workers' food, provision of meal rooms, rest rooms, &c.
- (6) The managerial organization of a factory, or those factors in industrial administration on which efficiency so largely depends.
- (7) The daily time-table or the plan of division of the working day into spells and meal breaks.
- (8) External conditions including such factors as method of travel, time so occupied, home environment and housing.

I propose to review each of these different factors in connexion with the clothing trade in the light of such information as I have been able to gather in my inquiries from employers, employees, other sources, and from my own personal observation. I propose also to place alongside, in so far as helpful comparisons can be drawn, such general conclusions as have already been reached as a result of the special researches which have been carried out into these problems of industrial economics during the last few years.

In dealing with the problem of industrial fatigue, it must be remembered that the surest measure or criterion, is not the individual sensation of fatigue or otherwise, but the capacity of the worker to maintain output undiminished both in quantity and quality. A diminution of that capacity, whether there be sensation of weariness or not, is a certain indication of the existence of fatigue.

In this connexion it is important to note the opinion expressed in memorandum No. 20 on "Weekly Hours of Employment", issued by the Health of Munition Workers' Committee under the chairmanship of Sir George Newman, M.D.:—

"The effects of the strain may even have been already more serious than appears on the surface, for while it is possible to judge roughly the general condition of those working in the factory to-day, little information is available concerning the large number of workers who for one reason or another and often because they find the work too arduous, are continually giving up their job. This is an important point which is liable to be overlooked since the supply of labour has hitherto been adequate to fill their places. The irritability and nervousness mentioned by the commissions on industrial unrest are moreover well recognised symptoms of fatigue, while it must not be forgotten that the effects of fatigue are accumulative."

#### SECTION 1.

*The Character of the Work.*—Under this head two classes of work have to be considered. There is (i) Machining with its two divisions, power and treadle (ii) Hand work or table work.

Under present conditions of the industry the majority of the workers who are machining on power machines spend the entire time machining; there is division of the work, and specialization of function and thus, frequently, constant repetition machining of one part of a garment. Thus one woman may be engaged the whole time in machining in sleeves without previous tacking, or pockets without previous tacking (these workers are highly skilled machinists), others may be machining the whole time at a more straight-forward class of seam. In either case the work is usually placed alongside the machinist in boxes or trays; hence throughout the spell the worker need not leave her place and is engaged on continuous machining which demands undivided attention on the work and concentration on the needle region of the machine. The material in hand

varied considerably in heaviness; small boys' knickers are light, but winter overcoats are heavy, and in the machining of the more difficult parts, such as putting in sleeves there is very considerable weight to be turned and twisted constantly.

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In some factories an electric globe is placed so as to throw the light on the needle part, and artificial light is used throughout the day. Many of the workers use eye-shades to protect their eyes from the constant glare of the light; another factor of importance is that practically all the material used with the exception of some lining is of dark hue, concerning which anyone with experience in sewing both in machining and hand-work will acknowledge is more trying than when dealing with lighter shades.

There is, too, the vibration which is frequently mentioned in the power-driven machines. From personal accounts by the women themselves, this vibration is only particularly noticed by the rather nervy type, but whether this "nerviness" is an outcome of the work or a natural disposition, it is impossible for me to say. There is no doubt that, in even a slightly fatigued condition, the vibration becomes more irritating and the effect more cumulative than when conditions are such that no fatigue is present.

To summarize, then, the chief characteristics of machine work up to this point, first, it is of a heavier nature than in some of the machine trades where cottons and thin dress materials are being sewn. Second, it demands absolutely constant attention on the part of the operator; the least flagging can mean spoiled work even in the less complicated parts of the machine and of course this is even more true in the more complicated parts, necessitating higher skill, to which reference has already been made.

Further, there is special, almost uninterrupted focussing of the eyes, for a definite distance, and there can be little doubt that in the majority of cases this must entail strain. This, to me, seems of added importance in view of the records obtained by me in a statistical analysis of the medical certificates as to physical fitness of over 4,000 women operators.

These operators were of a class closely comparable with the women in the clothing trade here—a quick, alert type. The returns showed that out of 4,196 of these examinees, 803 or 19.1 per cent. had eye defects of various types, and of these 803, 386, or 48 per cent. had undergone no remedial treatment.

These records were taken in England, but I have no corresponding figures for Australia, nor do I think that any could be obtained in the immediate future. The percentage of eye defects of the population may be roughly the same in the two countries, but owing (1) to the absence of any system of National Health Insurance (2) the difficulties in the way of giving the time necessary for hospital visits and (3) the fact that hitherto the medical inspection of State school children has been diagnostic rather than curative, there is a probability that more eye defects remain untreated amongst factory girls here than among a corresponding section of the community in England.

To any with uncorrected eye defects the constant attention riveted on the needle and dark work will most probably be harmful, and will certainly entail on the employer loss of efficiency either in quantity or quality of output.

In all tailoring work, but especially when dealing with the shoddies, there is a noticeable amount of fluff and dust production.

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The constant sitting posture is well known to be a strain on both digestive and circulatory systems, and the constant bending over the machine is not conducive to full respiratory activity.

The occupation is monotonous in character and in this regard I should like to quote Josephine Goldmark "Fatigue and Efficiency":—

"This kind of single-minded concentration of the workers upon their immediate tasks obviously makes for speed and perfection of output. It is an integral part of the new industrial efficiency of our day, and it saves constant waste, both of time and of material. But we must also consider the reverse side of the picture. If concentration and subdivision are part of the new efficiency they are part, too, of its new strain. So far as the workers are concerned, subdivision and concentration are added hardships of the long day. For they lead to that monotony which results from the endless repetition of the same operations, and against which the human spirit innately revolts. Monotony, indeed, may make highly taxing to our organism work which is ordinarily considered light and easy."

"With subdivision, and the loss of craftsmanship, monotony of work, in greater or less degree, is inevitable, and may well be accepted as such. For when once monotony is recognised as a real hardship and has in itself a sort of fatigue, rational means of relieving it may be sought in shortening hours of monotonous labour and alternating work of different kinds. Monotony of occupation is a true factor in inducing fatigue because it has a true physiological basis."

Again,

"It is the peculiar sign of monotonous and subdivided labour that it destroys what we inadequately call pleasure in work—the ever so slight satisfaction of man's creative sense, his dimmest feelings of mastery of self expression in work."

A further quotation from the Final Report of the Health of Munition Workers' Committee is as follows:—

"Uniformly repeated acts tend to become in a sense 'automatic' and in that the nerve centres concerned become less liable to fatigue—the time ratio of necessary rest to action is diminished. But when monotonous series are repeated fatigue may appear in what may be called the psychical field, and a sense of 'monotony' may diminish the capacity for work. This is analogous to, if it does not represent, a fatigue process in unrecognised nervous centres. Conversely, 'interest' may improve the working capacity even for a uniform monotonous activity."

From the above considerations I should summarize the work of the power machinists in the clothing trade as being of an arduous character, requiring absolutely constant attention with adverse conditions in certain directions.

In the second place, the case of treadle machinists has to be dealt with. In my visits I have seen treadle machinists only at work in those establishments where practically only order tailoring was being done.

In this case the work is varied and no high pressure was apparent, but it must be remembered that the whole of my inspection has been conducted during a slack time in the trade.

The treadle machinists' work is arduous; in my opinion very arduous, but they are employed chiefly in those firms where rigid punctuality is not enforced and reference has already been made to the possibility of reduction of hours in this class of firm.

Lastly comes the consideration of the hand-workers. In their case the attention must be constant, there is the eye strain due to constant sewing. The material is usually of dark colour, a factor which is probably of more moment in the case of the hand worker than of the machinist. There is the unrelieved sitting position with slightly curved back, and constant hand work is both monotonous and tiring.

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#### SECTION 2.

By the nature of the work the speed of the machine must be under the control of the worker. Hence, all through the shift there is possibility of quickening or slowing the speed and thus factors, which produce increase or decrease of speed, are more potent than in operations where part of the process is automatic, that is, where the speed of the machine is not under the control of the individual worker.

#### SECTION 3.

*The Capacity of the Individual Workers as viewed from Sex, Age and Type.*—I have already pointed out the fact that 5,517 were females out of 6,642 of total workers, or 83 per cent. of the total workers are females. I feel that I best state the present position arrived at as a result of investigations during the very special industrial years of the war by quoting Memorandum No. 5 "Hours of Work" issued by the Health of Munition Workers' Committee:—

"Important as it is that hours of work for men should be kept within reasonable limits, it is essential that hours of work for women and girls should be even more closely safe-guarded. There is a general consensus of opinion (it is indeed beyond dispute) that women are unable to bear the strain of long hours so well as men, and, though there is some divergence of views, opinions as to what hours can profitably be worked vary to a much less extent than was found to be the case in regard to men."

Already, attention has been directed to the fact that, of the females, 25 per cent. are under 21 years of age. The significance of these figures has already been dwelt on, and it is of great moment in determining the hours of work.

The present time-table of factories precludes the possibility of definite interest beyond the factory if these not yet fully developed girls are to obtain the sleep requisite for their needs.

I have already expressed the view that the type of female is on the whole a fine type, and just such as re-acts to fair and reasonable treatment, the type in fact from which employers can get good service by co-operating with them, if production is to be insured in the manner which is strongly indicated in the new industrial outlook.

#### SECTION 4.

The surroundings in which work is performed are of fundamental importance from the points of view of efficiency, health and fatigue. These are questions, of course, which come under the State Factories Department, but I do not feel justified in passing over this, so important a branch, without noticing a few points which seem to me to merit special attention.

I have visited the factories during the winter months, and I find no indications of need for artificial heating. It has not been my privilege to visit them in hot weather, but one feels that in the summer days,

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especially as this is a busy season in the trade, conditions must often be extremely fatiguing, and the length of shift and the duration of spell must become matters of the greatest moment.

It is the custom in all factories and shops I have visited for out-door garments to be hung in the work-shops themselves, no special cloak room accommodation being provided. Even if such provision is not absolutely necessary, it is eminently desirable, for, in most cases, the girls who work near the walls are in close proximity to the rows of out-door garments hanging there. In damp and wet weather this condition of things is totally undesirable.

The congestion of clothing in process of manufacture is quite sufficient in itself in producing the stuffiness which is always perceptible when a lot of clothing is gathered in a room.

There has been a marked effort in the Munition Factories in England, though, in the majority of cases, these were only for temporary use, to get rid of the need for hanging out-door garments in the work-shops themselves, by providing suitable cloak-rooms, for reasons both of personal betterment for the individuals, and for the increased efficiency which results. In such works, as soon as cloak rooms could be provided, factory regulations forbade the hanging of garments in the shops except on night shift, when all the workers had to be ready for immediate clearance from the factories in the event of air raids.

If under such transient circumstances insistence could be put on these matters it is very much more important where permanent industries are being built up in a country which is in its industrial infancy.

#### SECTION 5.

In this section I place the workers' food and other factors which come under the heading of welfare supervision.

The prevailing method in Melbourne of meeting the industrial canteen problem is to provide hot water, and to allow employees to take their lunches at the benches or tables where they work. The provision of hot water is the only decent point about the system. There is nothing to be said in defence of the prevailing method. Having generally left home after a hurried breakfast, and then worked for a spell of 4 or 5 hours, to sit in the same place and eat the sandwiches and other food brought, along with a cup of tea, then to continue work after sweeping the crumbs off the table, is not a desirable state of things, and certainly not conducive to health and efficiency. In view of the developments which have taken place in the matter of industrial canteens and feeding of workers, and the higher efficiency and health attained by every little attention to these matters, I cannot but feel that thought and action should be directed here.

The need is great, even in small establishments. for some provision where, in an emergency, a woman worker can be allowed to rest for a short spell. Such provision is seldom abused; on the contrary it frequently means a considerable satisfaction and well-being which contribute to the tone and the output of the factory.

#### SECTION 6.

In this section is suggested the importance of factory administration.

In this connexion I should like first to quote with reference to the new system of management and industry, Goldmark, "Fatigue and Efficiency":—

"A revolution has been effected; a terrible waste was checked, of that capital which alone is common and equal for all mortal beings: of Time 'The Daily Miracle'—the inexplicable raw material of every-

thing. Hitherto hours, days, and weeks of employment have been habitually lost to the workers through no fault of their own, but through the sheer incompetence of the management in performing its obligations and supplying materials and equipment fairly. No page in industry's history is more dreary and disheartening than the 'Time lost' by competent and willing workers, waiting, unpaid, for employment which might be fairly regularised. Indeed, the daily delays and irregularities of work involve more than the direct loss of wage and earning capacity. They are more subtly interfused into the day's work; and the psychological gain which springs from the elimination of such daily annoyance and friction is undoubtedly an important factor in heightening working capacity under scientific management.

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"The new organization of work has brought also a new emphasis upon the workers' physical surroundings. All those physical inconveniences which waste human strength and comfort, and which are common rather than uncommon characteristics of our workshops—such as bad air, bad light, over-crowding, dirt, and unsanitary conditions, are all marks of inefficiency in the management."

Again, H. L. Cantt in *Work, Wages and Profits*, insists upon the benefit accruing to the workers under scientific management, not only in efficiency and wages, but in habits of industry, in self-respect and improved personal appearance. He states that, in general, that this improvement is more marked in girls than in men, and that under the new system "The girls invariably acquire better colour and improve in health."

In the British Association Report on "The Question of Fatigue from the Economic Stand-point" it is pointed out that "Any standard determined should be one that a man can attain day in and day out without injury to his health of body or mind."

The views held by the Health of Munition Workers' Committee, as a result of the investigations held under the auspices of that body, are epitomized in the following extracts:—

"It must be obvious that any reduction of hours which can be accomplished without loss of output is profitable not only to the employer, in that it reduces running expenses, but to the worker, since even if his or her daily measure of work involves the same amount of fatigue a longer period is left for recovery and for the enjoyment of adequate sleep and recreation."

The Committee in its Final Report thus reviews Management and Supervision:—

"The ultimate purpose of wise supervision is twofold. First, there is the purpose of securing sound and helpful conditions of labour, under which the employer obtains diligence and skill from those in his employ, and the worker is occupied, healthily and not unreasonably, to his own satisfaction, and to the best of his capacity. Here, without doubt, the highest interest of employer and worker is one and the same. There is, or should be, satisfaction and advantage on both sides. A second purpose of supervision is economical management and the accurate adjustment of energy applied to the end in view."

#### SECTION 7.

*Spells of Work.*—Though this is really a branch of industrial administration it is a factor of such importance that it must be reviewed separately. I have already pointed out that, under the present system of hours, spells of work are of varying length from 4 to 5 or even 5½ hours.

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The whole weight of scientifically gathered evidence is against the over-long spell of work. From all the records of output which have been obtained on long spells, there is one lesson to be learned. Quite apart from the effect on the worker, the last hour of a long spell is sadly inefficient in comparison with the early hours. All measures of actual hourly output point conclusively to this.

The position in 1915 on this question is given in the British Association Report:—

“More important than the length of working day seems the length of spell; the splitting up, the breaking up of continuous periods of work.”

The present position with regard to the value of a proper division into spells is illustrated in the following extracts from the Final Report of the Health of Munition Workers' Committee:—

“Pauses, well distributed and adapted in length to the needs of women workers, are of the highest value in averting breakdown and in giving an impetus to output. The Factory Acts permit in textile factories a maximum of four and a half hours continuous work; in non-textile the limit is five, but many managers believe that four hours is the longest period during which a woman can maintain continuous work at full vigour. Within this period a pause of ten minutes has been found to give excellent results, and where the spell is continued for five hours some such pause should certainly be made for a cup of tea or cocoa. It is particularly valuable in the morning spell in those numerous cases where breakfast has been hurried or omitted altogether.

“Five-hour spells of work are too long, for it appeared that by cutting up the 10-hour-day into three spells of *e.g.*, 4, 3, and 3 hours, separated by two breaks (the first of which is too late to function as a breakfast break) the output might be increased 5 per cent. to 12 per cent. above that experienced when two five-hour spells were worked. What is probably a better system still of avoiding five-hour spells is to stop work for  $\frac{1}{4}$  hour in the middle of each spell, and provide the workers with refreshments by means of travelling canteens. The introduction of one such extra  $\frac{1}{4}$  hour break in a cartridge factory, together with the abolition of the breakfast interval, increased the hourly output 5 per cent.”—(H. M. Vernon, M.D.).

In this investigation I have been quite unable to obtain any actual measure of hourly output, and so can only adduce the evidence obtained from other sources.

One of the generally accepted methods of obtaining hourly output records in factories where machinery is extensively employed is by an analysis of the continuous power load charts or graphs. These graphs indicate the power necessary for driving of shafting, &c., and then the added power as machine after machine is thrown into action, and in the same way they show the rate of cessation of work. They furnish a continuous record of variations in output. They give interesting and reliable evidence with regard to the rate of starting at the beginning and of leaving off work at the end of the spell and of the shift. Here we have, then, a measure of the efficiency of running of the plant.

When working long hours, especially with long spells, there is often a tell-tale falling off at the end of the day, extending over a considerable interval of time; whereas on a short shift with spells of reasonable length

the graph indicates a smart beginning by all workers at the commencement of the shift, and a sudden cessation of all workers at the time of ending of the spell.

There is no need to dwell on the significance of such graphs. Often the percentage of power required for running the shafting, &c., is a large part of the total power required when all the machines are in operation, and the fewer the machines working the more expensive is the running.

I have endeavoured to obtain such power charts from the most likely sources in the clothing trades here, but have been unable to do so—such records apparently not being taken. I am unable therefore to bring forward this piece of evidence which could be so illuminating.

It is obvious that the whole weight of gathered evidence from the points of view of health, efficiency and output, is against the overlong unbroken spell in any occupation which requires continuous attention, any degree of skill or which demands heavy physical exertion.

I have no hesitation, therefore, in giving as my final conclusion on the matter that a four hours' unbroken spell is the maximum to be allowed in the case of all women in the clothing trade, whether machine (power or treadle) or hand-workers.

With regard to the length of meal break, it has already been shown that the customary time allowed varies from 25 minutes, to 45 minutes—in a few cases it may be an hour. A pertinent ruling on the matter of length of meal break is given in Memorandum 5 "Hours of Work," issued by the Health of Munition Workers' Committee:—

"Where women are employed on eight-hour shifts an interval of half an hour is allowed, occasionally, with a brief second interval. Provided no considerable part of the time has to be spent in the preparation of the meal this interval appears to be sufficient."

The majority of employees engaged in the city never leave the work-shops at meal break; in some cases there is no provision made for them to go elsewhere; in other cases it is possible to take a turn on the roof. But there are really no inducements to go actually out into the streets of the city in the middle of the day, for no girl is anxious to be strolling about the main streets in her ordinary working clothes. City working girls are those whose working day is lengthened out by travel (a point referred to later). For such city firms then I should recommend a half-hour meal break for this keeps down to its minimum the time spent directly in connexion with the daily task.

In the suburbs the case is different, for here many girls live quite near their work and can go home to their meals. Even those who do not go home can go much more freely into the streets and open spaces which are to be found in the suburb. In such cases therefore the three-quarter hour meal break is definitely indicated. Under no circumstances should a meal-break be of less duration than half-an-hour.

Before leaving the question of breaks mention must be made of a note in Memorandum No. 5 "Hours of Work" issued by the Health of Munition Workers' Committee.

"Women workers are frequently allowed short intervals in the morning or afternoon or both. It seems to be generally agreed that women cannot profitably work long spells without any break or refreshment, and the Committee feel that breaks of this kind are to be encouraged. An opportunity for tea is regarded as beneficial both to health and output, and a break in the morning is specially important where women are expected to have breakfasted before starting work."

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In my experience in munition works, such an asset has this mid-spell refreshment, or "unofficial break" as it was termed, proved in factories of varying types that I have very little doubt that in the not remote future, management will recognise that such breaks are extremely profitable and have a remarkable upward influence on the output. Already by many firms in England this fact has been so highly appreciated that small travelling canteens go up and down between the rows of lathes, machines, &c., and supply each woman with a cup of beverage and a bun at cost price.

#### SECTION 8.

*External Conditions.*—Under this section are to be considered the "External conditions," or those factors outside the factory, which have an important bearing on the day's work.

In any serious consideration of the working day of women it is quite impossible to leave out the influence of many conditions outside the factory. The housing and the feeding are of great weight in settling whether the worker will have opportunity for suitable rest in a decent room, and whether she will be able to procure the food necessary to maintain her as an efficient worker. The demand made on girls in the matter of helping in the domestic routine of the home are often great, and, as is perfectly obvious, often entirely unavoidable. A crippled or ailing parent is often a burden borne willingly and cheerfully by a factory girl, who is thus obliged to attend to practically all the domestic duties of her home, and it is to such girls that "Saturday morning off" comes as a very special boon.

At the lower rates which were formerly paid many girls found it necessary to do sewing at night for payment, quite apart from the sewing for their own personal and often family use. It is not possible here to enter at length into these factors, but in considering the factory woman it must always be remembered that more demands are made on her in these directions than on the male worker. She invariably has her own sewing and ironing to do, and very frequently her own washing, and always a certain amount of general domestic duties.

Again, the time and mode of travelling to and from work must be considered. In the centrally situated factories most of the employees come in from the suburbs, and of the 33 girls I specially questioned, according to the schedule of inquiry already referred to, I found the average time taken in travelling to work was 40 minutes—varying with the individuals from 70 minutes down to 15. This entails, then, an average of at least 1 hour and 20 minutes each day to be spent in transit to and from work. On the return journey the congestion of tram and train traffic is such that, at the hour of leaving work, it is quite the usual thing to have a wait for a tram and to be obliged to stand during the journey. In the suburban factories the girls generally live in the immediate neighbourhood, and thus have the advantage in respect of travel over the girls working in the city.

Another aspect of social conditions which is of great importance in the question of the health of women workers is the provision of medical benefits. One is apt to dismiss this problem of medical attention for workers by the idea that the majority belong to Friendly Societies; though this membership may not as we see at present insure medical attention.

I have been informed that really very few of the women belong to such organizations. I included this question among my list and found that

of the 33 only 4 belonged to Friendly Societies. In conducting this personal inquiry I interviewed the women who had been engaged the longest with the firm. I was thus dealing with the stable mass of workers, and yet of these only 4 out of 33 belonged to lodges. In case of sickness of the others it means doctor's attendance under ordinary rules, or hospital attendance, which necessitates the patient breaking a half-day, if not more, of work. It is very unlikely then, that the majority of the women workers get any medical advice for minor ailments, many of which can operate very adversely on their efficiency, and if untended in the early stages may mean serious sickness later on.

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Though there may be many unsatisfactory sides to the system of National Health Insurance now established in England, yet it certainly places the worker in the position of access to medical advice with the minimum of cost and expenditure of time.

When discussing their health with the women whom I interviewed, there were but few complaints of ill-health and very little account of broken time due to sickness; but mention has already been made of the mode of selecting these women, that is on the length of period of service. By this method of selection one is insured of obtaining the opinion of experienced workers of the stabler sort, but from the health point of view it may be that a selection is made of the healthier type or of those who have withstood the demands made on their physique by the industry in which they are engaged.

Until some scheme of systematic medical attention, followed by statistical investigation, is introduced, no pronouncements can be made on the effect on the health of the workers here of long-continued employment.

A very searching investigation into these matters has recently been made by Captain Greenwood, R.A.M.C., in his memorandum on the wastage of women workers published by the Medical Research Committee of the National Health Insurance.

It is interesting to note that of the 33 workers interviewed the following table gives their length of service with the firms with which they are now employed:—

Years of service.	No. of workers
25 .. .. .	1
19 to 15 inc. .. .. .	9
14 to 10 inc. .. .. .	14
9 to 5 inc. .. .. .	5
Under 5 years .. .. .	4

One very pleasing feature brought out in the course of my investigation was the length of time many of the women had worked under the one firm, a fact which pays tribute to the satisfactory treatment by the employers and the satisfactory service in return by the girls.

As a direct result of the researches carried out under the Health of Munition Workers' Committee a new view is held with regard to much of the broken time. Attention was especially directed in the first instance to this matter by Professor Loveday in his investigation into broken time which was published in the interim report of the Health of Munition Workers' Committee. The fact has been firmly established that much of the broken time, which is generally classed as *avoidable*, is in reality due to sickness of a mild form, often indeed induced by fatigue. In my own experience during the two years in munition factories I was continually having confirmation of this fact.

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*Output and Hours of Work.*—From the foregoing evidence it is apparent that from the point of view of women workers in the clothing trade there are many just causes which point to the advisability of shortening weekly hours of work, and that the length of unbroken spell at work should not be allowed to exceed more than a maximum of four hours. Incidentally much has been included already which contributes to the study of the variation of output with hours of work among women workers. It now remains to look more specifically into this problem of the effect of reduction of hours of work on output.

Of all evidence already brought forward on this question in the Arbitration Court there was little of value amounting as it did to very little more than mere expression of opinion by certain workers. In questioning the women on this point during the course of my special inquiry there was great diversity of opinion. There were some who definitely thought that the same amount of work could not be got out in any less time, that is, they were working to their fullest capacity; on the other hand, there were others who considered that the reduction from 48 hours to 44 would not effect their production in quantity, that is, that the rest and zest of the shorter hours would stimulate them sufficiently to maintain output; others were doubtful, and several were of the opinion that so much would a reduction be appreciated that there would be a really genuine effort on the part of the women to maintain output at its old level. Fully half the women definitely expressed that they were tired out by the end of the day.

The only actual evidence in which figures were quoted was that given by an employer who gave data concerning the increase in output in connexion with military tailoring under a special incentive.

Valuable information was furnished on the question by the representative of a firm in a comparable industry on the value of reduction of hours.

It seems to me quite impossible for a definite statement to be made or assurance to be given that output will be maintained in a certain industry under a certain reduction of hours. The true answer can only be found by experiment, that is, by transferring to shorter hours and allowing a certain period to elapse for the management and workers to become attuned to the new time-table before a verdict is given.

Though such definite statement cannot be made as to exact maintenance of output, and proof lies only in trial, there has during the past few years been such an accumulation of observations and experiments on this one question, that there are many good reasons for expectation of certain results.

The key-note of modern industry is efficiency, and more than ever in the new industrial era will an industry prosper or retrogress according to its pitch of efficiency. The highest production can only be procured by the highest efficiency on the part of *each* factor in production. This applies to the machine but it applies equally to the human factor in industry, and it is only if the operative is working at her highest efficiency that best production can be obtained. Every step which makes life more livable and lessens the fatigue of operators contributes to their standard of efficiency; for fatigue is that which is detected not merely by sensation but by the diminution in output either in quantity or quality or in both.

On this topic there are certain recent investigations and expressed views which must be considered and a very brief summary is here given.

Lord Henry Bentinck, M.P., who is according to the latest advices about to introduce a Bill into the English Parliament for the establishment of an eight hours' day in industry, in a pamphlet on "Industrial Fatigue" and the relations between hours of work and output, summarises the results attained up to the present time as follows:—

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"In every case in which a fair trial has been given to the shorter hours, health is improved, output has increased, and the cost of production has been lowered, so that both employer and work people have benefited."

He directs attention to the fact that, in each process, there is an optimum number of hours which can be worked with the best results. This "optimum" all who have gone carefully into the question have agreed is reached before the onset of fatigue is detectable.

An interesting case quoted by Lord Henry Bentinck is one which occurred during a shortage of raw material for the textile trade in Yorkshire during the war. This case throws much light on the question of output and hours of work. A compulsory shortening of hours was decided on to save the raw material, but the decrease in working hours resulted in an increased output. At one big mill the hours were reduced from 55½ per week to 45 (a reduction of about 20 per cent.) and this resulted in an immediate reduction of output of only 10 per cent. After a few weeks on the shorter hours the reduction in output was lessened to 5 per cent.

In Professor Stanley Kent's report to the Home Office on Industrial Fatigue much evidence is brought forward on this point. The following is a striking case:—

"Another group of workers increased their average hourly output from 262 to 276 bobbins as a result of shortening the day from twelve hours to ten hours and to 316 on a further shortening of the day of eight hours."

We read in a volume on Industrial Betterment published in 1910 by Rowntrees and Company, a firm, certainly, of exceeding prosperity, but for whose workers have always been welfare provisions far ahead of the generally accepted conditions of the times:—

"After careful inquiry the standard hours of work per week were reduced from 53 to 48 in January 1896. When this change was made no reduction was made in the wages paid. It was found in practice that almost all the piece-workers earned as much in 48 hours as they had previously earned in 53."

The experiments of Abbe in the Carl Zeiss Works in Jena in reducing the working day from nine hours to eight hours and carefully observing output are referred to in "The British Association Report" issued in 1915 on "The Question of Fatigue from the Economic Stand-point":—

"Ernst Abbe, after becoming manager of the Carl Zeiss Works in Jena, reduced the working day from nine to eight hours. In the result it appeared the men earned by piece-work on an average about 3 per cent. more than they had earned in the previous year working nine hours, and the earnings per hour increased in the ratio 100.116. The men were unconscious of any special effort, and were surprised to find their earnings increased. Abbe came to the conclusion that the increased efficiency was physiological rather than psychological. If the need of recuperation after exertion is neglected, the effect is like a daily recurring deficit, and means actual loss in industry."

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These experiments are also mentioned in Goldmark's "Fatigue and Efficiency" and special attention is directed to the unconscious speeding up:—

"The workers had for the most part been unconscious of their increased intensity of work. Many would not believe that they had produced more in eight hours than in nine until shown the proof."

Based on Abbe's work the following extract from Goldmark's book is worthy of consideration:—

"Since the metabolic equilibrium is regained only by rest and recuperation, the length of working hours is of critical importance. The rate of recuperation depends clearly upon many variables—age, state of health, state of mind, food, and the like. But the short day gives, at least, the best chances of repair to those parts of the organism most exerted in work."

Again the "optimum" already referred to is stressed in the following manner:—

"Every one has a maximum or optimum of production when he accomplishes most in the shortest time, and the reduction of hours is followed by increased efficiency up to the point where the greater speed and intensity, automatically acquired, over-passes physiological limits."

Whilst considering the question of this "optimum" it should be remembered that any work done after the onset of fatigue requires a very much greater expenditure of "nerve energy" than is required for the same task before fatigue has set in.

It has been very firmly established that "the longer the hours, the greater the amount of broken time." Memorandum 5 "Hours of Work" and broken time should be the bane of any management worthy of the name.

At the same time it has been firmly established by Dr. H. M. Vernon, of Oxford, that in those industries where there is high incidence of accidents the increase in the number of such accidents is very marked when working long shifts as compared with those when short shifts are being worked.

The work of Dr. H. M. Vernon under the "Health of Munition Workers' Committee" into the length of hours of work has been extensive and conclusive. He points out that:—

"The rate of production changes gradually. This gradual change appears to nullify the suggestion that the effect upon output of the change of hours was a mere consequence of the desire to earn the same weekly wages as before the hours were shortened. The explanation is rather to be traced to the worker finding unconsciously and gradually by experience that he can work more strenuously and quickly for a short-hour week than for a long-hour week.

From Memorandum 20 "Weekly Hours of Employment"—

"There can be little doubt that there is an increasing recognition on the part of both employers and workers of the broad fact which emerges from the investigations of Dr. Vernon and Professor Loveday, namely, that substantial reduction of hours can be effected without any reduction of output.

I had an almost unique opportunity during my period of service under the Ministry of Munitions of conducting an inquiry into the question of variation of output with hours of work for women workers. The report of this research is in course of publication by the Industrial Fatigue Research Board.

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I had taken actual hourly output observations of all women in a large ordnance factory (2,700) women, engaged on a certain shell operation, when these women were working on a long shift—ten and a half working hours—twelve hours in the factory. Owing to investigations into their conditions of work the duration of the shifts was diminished to eight hours in the factory, with seven and a half working hours. After a suitable period had elapsed so that equilibrium was attained further observations on actual hourly output were taken for the same women under identical conditions of work with the exception of variation of the duration of the shift. After an exhaustive examination of conditions and records I reached the following conclusion:—

1. There is a marked increase of output on short shift.
2. Higher efficiency of running of the factory with less idle time as calculated on the possible hours of work is shown when the shifts are of shorter duration.
3. The very considerable loss of time with attendant lengthening of the working day for the workers when there are two meal breaks, points to the desirability of shifts of such duration as only to require one meal break.
4. The very low efficiency of the last two hours of a twelve hours' shift is strongly brought out by these data.
5. A marked fall in output is shown in the last four hours of the long shifts, but no such variation in the short shift. This must be taken as distinct indication of daily fatigue.
6. The possibility of running at full output right to the end of the shift is shown by the output records for short shifts. Thus the large amount of idle time indicated in the long hour records is avoided—to the advantage of the employers and the workers.
7. This falling off in output on the long hours is very strongly evidenced in individual worker's charts and a comparison of the same worker's record on long and short hours is of value in demonstrating this.

I was able to show that the work under the control of the women as far as speed is concerned accomplished in 100 minutes of the long hour system is carried out in 80.5 minutes of the short hours—a decrease of 19.5 per cent. in time.

The conclusions arrived at as a result of the whole of the investigations conducted under the auspices of the Health of Munion Workers' Committee on this question are given in the final report issued by that Committee:—

- (a) They are liable to impose too severe a strain on the workers.
- (b) At any rate, after a period, the rate of production tends to decrease, and the extra hours produce proportionately little or no additional output; moreover, the quality of the output may be adversely affected during the whole period of work, and not only during the hours of overtime;
- (c) a large proportion of the hours gained may be lost through broken time; the workers become exhausted and take a rest; sickness tends to increase.

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(d) They lead to an undue curtailment of the periods of rest and sleep available for those who have to travel long distances to and from their work.

I have gone at considerable length into the scientific evidence which has been collected on this all important question. May I in conclusion be allowed to direct attention to the weighty opinions on this subject of men who have from very different aspects given the problem their earnest consideration.

Lord Leverhulme, a manufacturer, certainly, who has amassed great wealth, but again one whose employees have had all through the firm's history advantages of employment far ahead of those meted out by the average employer, in his advocacy of a six hours' working day said:—

“Wealth is the greatest, wages are the highest, and hours of labour are the shortest where capital invested in machine power is the greatest per head of the people.”

As I have been able to obtain figures on this very point in regard to the clothing trade which are indeed impressive I give them here:—

—	Production per Year.	Number of Wage Earners.	Horse Power Employed.	Horse Power per 1,000 Wage Earners.	Value of Production per Wage Earner per Year.
	£				£
United Kingdom	62,169,000	392,084	17,837	45	158
United States ..	199,566,000	393,439	65,019	165	484

Further, Lord Leverhulme writes—

“First of all we must learn the most serious importance of the avoidance of waste—waste of child life, waste of opportunity, waste of adult life, waste of energy, waste of time, and greatest waste of all, the appalling waste caused by over-fatigue of the workers, resulting in inefficiency, bad health, lost time, and premature decay or death.

“The highest return on capital cannot be obtained by means of the longest hours and the lowest wages for labour, nor can the highest wages and best returns for labour be obtained by any policy of ‘ca’canny’.

“The education and health and training in efficiency of the whole nation depend upon the hours of labour and the conditions of employment.”

Lord Leverhulme is the advocate of a six hours' day, and is assured that the production of each individual would not be lowered under such a system; but the essential feature of this short day is the sweating of machinery—that is the system of work by succession of shifts. This is a system entirely new to Australian ideas, but the fact remains that the main prop of his industrial revolution is the fact that short hours for the worker are alone compatible with high efficiency.

Sir Lynden Macassey, K.C., L.L.D., who has been intrusted with many big labour problems during the war, and who finally acted on the Commission appointed by the War Cabinet to inquire into Women's Employment in Industry says:—

“Unless the work-people are contented they cannot be expected to co-operate with employers; unless there is co-operation there

cannot be production; unless there is production there cannot be financial means of contenting labour." 1919.

The Commission just referred to has just issued its report, which is unfortunately not yet to hand, but from such accounts as have arrived, it appears that a 44 hours' week is recommended for women in industry. FEDERATED CLOTHING TRADES and J. A. ARCHER AND OTHERS.

Recent labour legislation in America has enacted a 44 hours' week for women in the clothing trade.

New Zealand has just legislated for a 44 hours' week for women in the clothing trade.

*Summary.*—In view of the considerations which have been brought forward, I have arrived at the conclusion that a 44 hours' working week is the most suitable for women in the clothing trade, having regard to health, efficiency and output.

Further, it is desirable that these 44 hours should be divided into five and a half working days—five of eight hours each, and one of four hours.

The hours on the full days should be divided into two spells of four hours each, with a minimum meal break of half an hour. In the city firms there are strong reasons in favour of the short meal break of half an hour, but in suburban factories the three-quarter-hour meal break is more suitable. Under no circumstances should the meal break be of less than half-an-hour's duration.

If it is found necessary to concentrate the 44 hours' work into five days, then the time of each day should be divided up so that no unbroken spell exceeds four hours. During the long period of the day there should be a pause of ten minutes and facilities provided for refreshment during that time.

I see no reason for differentiating in these conclusions between women engaged in machine work (whether power or treadle) and those engaged in hand work.

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In the matter of

THE FEDERATED TANNERS AND LEATHER  
DRESSERS' EMPLOYEES' UNION OF AUSTRALIA

and

J. KENNON & SONS PROPRIETARY LIMITED AND OTHERS

*Ex Parte*

THE FEDERATED TANNERS AND LEATHER DRESSERS' EMPLOYEES'  
UNION OF AUSTRALIA.

(No. 45 of 1917.)

*Variation of award—Basic wage.*

The Court does not vary its awards on every temporary abnormal rise or fall in the value of the sovereign.

1919.  
MELBOURNE.  
October 31.  
November 5.

The Deputy-  
President,  
Powers, J.