

(2077.) CANTERBURY HOTEL AND RESTAURANT EMPLOYEES. —
AGREEMENT* SUPPLEMENTARY TO AWARD.

REVISED PREFERENCE CLAUSE.

AGREEMENT arrived at between the Canterbury Licensed Victuallers' Association on the one hand and the Canterbury Hotel and Restaurant Employees' Industrial Union of Workers on the other. The provisions of the agreement to be in substitution of clause 8 and clause 9 of Award No. 1574, Vol. ix, Book of Awards, p. 255, and to form a supplement to the said award.

(a.) Employers shall employ members of the union in preference to non-members, provided they are competent to perform the work required to be done.

(b.) The production of references from the worker's last employer, or the last two employers should the worker have been employed by more than one employer, certifying the worker to be competent, sober, and honest, shall be considered sufficient proof of competency.

(c.) Any employer who shall hereafter engage a worker who is not a member of the union, and who within one calendar month after having been engaged fails to become and remain a member of the union, shall dismiss such worker if called upon to do so by the union, provided that in such case the union shall provide a worker competent and ready and willing to perform the work required to be done. Proof of competency to be as hereinbefore set forth. In considering the qualifications of a member offered to replace the non-member, the employer, when the worker is a waiter or waitress, shall be entitled to take into account such matters as the personal appearance and manners of the two workers, and generally their respective suitability for the work required to be done.

(d.) The workers' union shall establish and maintain an employment bureau within one mile of the Christchurch Post-office, which shall have telephone connection with the Central Exchange, and wherein shall be kept a book termed the "unemployment-book," wherein shall be entered the names and addresses of all workers in the industry reporting themselves for the time being as

*To be read with Award, Vol. ix, p. 252.

out of employment, together with a description of the branch of the industry in which each worker claims to be proficient, and the name and address of the last employer by whom the worker shall have been employed, or the name and addresses of the last two employers should the worker have been employed by more than one employer. Immediately upon the worker obtaining employment a note thereof shall be entered in such book.

(e.) The executive of the union shall use their best endeavours to verify all entries contained in such book. Every employer shall have access to such book between the hours of 9 a.m. and 5 p.m. on every week-day except Saturday, and on that day between the hours of 9 a.m. and 12 noon.

NOTE.—Such office regulations shall not refer to such “special holidays” as are mentioned in clause 19 of the Shops and Offices Act.

(f.) It shall be the duty of the secretary of the union, on the application of an employer for an employee to fill a vacancy, to immediately notify such employer as to whether a suitable employee is available, and if a suitable employee is not available, to take such steps as may be deemed necessary to procure a worker to fill the vacancy.

(g.) No fee or charge shall be made to any employer, and failure on the part of the union to observe any of the conditions of this clause, in addition to being considered a breach of this industrial agreement, shall leave the employer free to employ whom he may think fit, so long as such failure on the part of the union continues.

(h.) Notice by advertisement shall be given in the *Christchurch Press* and the *Lyttelton Times* by the union of the address of the union labour bureau, or of the change of address.

The parties mentioned in Award 1574 (Book of Awards, Vol. ix, p. 252)—*i.e.*, the Canterbury Hotel and Restaurant Employees' Industrial Union of Workers and the Canterbury Licensed Victuallers' Association—make application to have the agreement arrived at between the parties and attached hereto made an industrial agreement, and that the agreement mentioned shall be in substitution of clauses 8 and 9 of the aforesaid award, and shall be supplementary to and run concurrently with Award 1574, and remain in force until the said award is superseded by a fresh award or agreement.

Signed for employers.

E. NORDEN, Secretary.

[Seal, Canterbury Licensed Victuallers' Association.]

Signed for employees.

JOHN BARR, Secretary.

[Seal, Canterbury Hotel and Restaurant Employees' Industrial Union of Workers.]

CERTIFICATE OF SERVICE.

Name:

Period of service:

In what capacity employed:

Date of leaving:

Reason for leaving:

General conduct and competency:

A certificate of service in form as above shall be issued by employers to an employee, or forwarded to the secretary of the union on behalf of the employee, not later than twenty-four hours after the employee has left the service.

Employers may not issue a certificate of service to an employee who has been less than three months in their employ.

Every recipient of a certificate of service shall have the same stamped with the seal of the union before presenting it to an employer.

Dated at Christchurch, 8th March, 1910.