

(4523.) NORTHERN DISTRICT (EXCEPT POVERTY BAY) JEWELLERS, WATCH AND CLOCK MAKERS, AND KINDRED TRADES.—AWARD.

In the Court of Arbitration of New Zealand, Northern Industrial District. — In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Auckland Manufacturing Jewellers, Watch and Clock Makers, and Kindred Trades' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

- Albrecht, T., Karangahape Road, Auckland, jeweller.
 Bird, Charles, 360 Queen Street, Auckland, jeweller.
 Black, H., 43 Queen Street, Auckland, and Waihi, jeweller.
 Boyle, J. P., Newmarket, jeweller.
 Buchanan and Co., Albert Street, Auckland, jewellers.
 Burnett, A., 130 Karangahape Road, Newton, jeweller.
 Burrow, John, 324 Queen Street, Auckland, jeweller.
 Burrows, A., Symonds Street, Auckland, jeweller.
 Cohen, N., Queen Street, Auckland, jeweller.
 Coltman, W., Queen Street, Auckland, jeweller.
 Corban, R. M., Pitt Street, Auckland, jeweller.
 Dadley, Stratford, 57 City Chambers, Auckland, jeweller.
 Davies, J. H., 36 H.M. Arcade, Auckland, jeweller.
 Davis, T. More, Victoria Street, Auckland, jeweller.
 Deniston, W., 96 Queen Street, Auckland, jeweller.
 Douglas, John, Khyber Pass, Auckland, jeweller.
 Fisher, H. B., Karangahape Road, Auckland, jeweller.
 Forde and Co., *Herald Buildings*, Auckland, jewellers.
 Gibson, W. H., 136 Queen Street, Auckland, jeweller.
 Henriksen, T., 15 Victoria Street, Auckland, jeweller.
 Hole, Alfred, 190 Queen Street, Auckland, jeweller.
 Howard and Birkett, 50 Queen Street, Auckland, jewellers.
 Howden, J., City Chambers, Queen Street, Auckland, jeweller.
 Jones Bros., Karangahape Road, Auckland, jewellers.
 Katterfeldt, A., Durham Street West, Auckland, jeweller.
 Kohn, A., Queen Street, Auckland, jeweller.
 Kohn, E., Karangahape Road, Auckland, jeweller.
 Larson, F., Shortland Street, Auckland, jeweller.
 Law, Alexander, 64 Victoria Street, Auckland, jeweller.
 McClure, W. C., Queen Street, Auckland, jeweller.
 McCready and Street, Victoria Street, Auckland, jewellers.
 McGregor, George, 20 Queen Street, Auckland, jeweller.
 Martin, H., Security Buildings, Queen Street, Auckland, jeweller.
 Martyn, T. H., 231 Upper Symonds Street, Auckland, jeweller.
 Mathias, L. H., City Chambers, Queen Street, Auckland, jeweller.

- Neilson, H. A., Upper Queen Street, Auckland, jeweller.
 Nurse, C. J., Security Buildings, Queen Street, Auckland,
 jeweller.
 Page, C. M., Gladstone Buildings, Quay Street, Auckland,
 jeweller.
 Pain, B., Hobson Street, Auckland, jeweller.
 Pascoe, J., Queen Street, Auckland, jeweller.
 Pascoe, J., 219 Karangahape Road, Auckland, jeweller.
 Pickford, F., Manukau Road, Auckland, jeweller.
 Prince, J. S., Queen Street, Auckland, jeweller.
 Read, T., Karangahape Road, Auckland, jeweller.
 Read, T., Symonds Street, Auckland, jeweller.
 Rump, H. A., 265 Karangahape Road, Auckland, jeweller.
 Silk, D., 124 Queen Street, Auckland, jeweller.
 Simmons, L., Albert Street, Auckland, jeweller.
 Skeates, A. M., Victoria Arcade, Auckland, jeweller.
 Skeates, Ernest G., Queen Street, Auckland, jeweller.
 Slaney, W. Z., Queen Street, Auckland, jeweller.
 Smith, A., City Chambers, Queen Street, Auckland, jeweller.
 Smith, R. K., City Chambers, Queen Street, Auckland,
 jeweller.
 Speight, S. Rhodes, 192 Queen Street, Auckland, jeweller.
 Stewart Dawson, Queen Street, Auckland, jewellers.
 Stratz, J. F., 140 Karangahape Road, jeweller.
 Tarlton, J. H., 33 H.M. Arcade, Auckland, jeweller.
 Teutonberg, A., 17 Wellesley Street, Auckland, jeweller.
 Urquhart, W. G., 8 Fort Street, Auckland, jeweller.
 Vickery, E., Hannah's Buildings, Queen Street, Auckland,
 jeweller.
 Watts, R., Queen Street, Auckland, jeweller.
 Webster Bros., Manukau Road, Parnell, jewellers.
 White, A. S., High Street, Auckland, jeweller.
 Woolford, W. C., Market Square, Auckland, jeweller.
 Worrall, W. H., Victoria Arcade, Queen Street, Auckland,
 jeweller.
 Young and Co., Lorne Street, Auckland, jewellers.
 Ziman, J., Lower Queen Street, Auckland, jeweller.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, doth hereby order and award:—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be

and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that the sum of £100 shall be the maximum penalty payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect as from the 11th day of November, 1916, and shall continue in force until the 31st day of October, 1918, and thereafter as provided by subsection (1) (d) of section 90 of the Industrial Conciliation and Arbitration Act, 1908.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 9th day of December, 1916.

T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. An ordinary week's work shall consist of forty-six hours and a half, apportioned as follows: Eight hours and a half per day on five days of the week, and four hours on the day of the statutory half-holiday. Such working-hours shall fall between 8 a.m. and 6 p.m. on five days of the week, and between 8 a.m. and 1 p.m. on one day of the week.

Overtime.

2. (a.) All work in excess of the hours prescribed in clause 1 hereof shall be considered overtime, and shall be paid for at the following rates: Time and a quarter for the first two hours, and thereafter time and a half.

(b.) All work done on Christmas Day, Good Friday, or Sunday shall be paid for at the rate of double time, and all work done on any of the other holidays hereinafter mentioned shall be paid for at the rate of time and a half.

Holidays.

3. The recognized holidays shall be 1st January, 2nd January, Anniversary Day, Good Friday, Easter Monday, the King's Birthday, Labour Day, Christmas Day, and Boxing Day. In the event

of any of the above holidays (other than Good Friday and Easter Monday) falling on a Sunday the following day shall be observed as the holiday.

Minimum Wage.

4. (a.) The minimum rate of wages shall be as follows: Journey-men engaged as goldsmiths or silversmiths, or in chainmaking, jobbing, swivelmaking, ringmaking, polishing, lapping, melting and refining, stamping, rolling, drawing or twisting wire, drawing chinear, rolling plate, jewellery-chasing, jewellery-engraving, mounting and setting, jewellery-enamelling, or in the manufacturing or repairing of watches, clocks, &c., and others engaged in the industry but not specified shall be paid at the rate of not less than £3 4s. per week.

(b.) Any worker who at the time of the coming into operation of this award is in receipt of wages in excess of those prescribed by the preceding clause shall not have his wages reduced.

(c.) Female workers: Female workers may be employed at any of the work hereafter prescribed—viz., chainmaking (gold), not more than 10 dwt. to the foot; chainmaking (silver), not more than 22 dwt. to the foot; polishing, gilding, lapping, stamping, drawing or twisting wire, drawing chinear, enamelling, scratch-brushing, sand-blasting, carding, saw-piercing on base metal. These workers need not be apprenticed, and shall not be counted when computing the proportion of apprentices. They shall receive wages as follows: First six months, 12s. 6d. per week; second six months, 15s. per week; second year, £1 per week; third year, £1 5s. per week; fourth year, £1 12s. 6d. per week; and thereafter not less than £2 per week.

Terms of Engagement.

5. (a.) The employment shall be deemed to be a weekly one, and no deduction shall be made from the weekly wage except for time lost through the worker's sickness or default.

(b.) When necessary owing to slackness of work employers shall be at liberty to put their employees off for periods of not more than one week at a time.

(c.) One week's notice in writing of the termination of the employment shall be given on either side.

Apprentices.

6. (a.) An employer taking an apprentice to learn the trade shall be deemed to undertake the duty which he agrees to perform as a duty enforceable under this award, and shall pay such apprentice not less than the undermentioned rates of wages, viz.: For the first year, 10s. per week; for the second year, 15s. per week; for the third year, £1 per week; for the fourth year, £1 5s. per week; for the fifth year, £1 10s. per week; and for the sixth year, £1 15s. per week. The proportion of apprentices to journeymen shall not exceed one to every three journeymen or fraction of three.

(b.) The period of apprenticeship shall be six years, but three months' probation shall be allowed the first employer of any apprentice to determine his fitness, such three months to be included in the period of apprenticeship. The obligation of the apprentice to serve his employer shall be deemed to be a duty enforceable under this award.

(c.) At the end of the period of apprenticeship the employer shall give the apprentice a certificate to show that he has served his apprenticeship. Should the employer at any time before the termination of the apprenticeship wish for any reason to dispense with the services of the apprentice he shall give him a certificate for the time served and procure him another employer carrying on business within a reasonable distance of the original employer's place of business, who will continue to teach the apprentice, to pay him the wages prescribed by this award according to the total length of time he has served, and generally to perform the obligations of the original employer: Provided that it shall not be obligatory upon an employer to find the apprentice another employer if he shall so misconduct himself as to entitle the employer to discharge him, but he shall give him a certificate covering the time actually served.

(d.) An employer taking an apprentice shall give notice thereof and of the name of the apprentice to the Inspector of Factories within one week after the expiration of the period of probation, and an employer transferring an apprentice to another employer shall similarly within one week thereof give notice of such transfer to such Inspector.

(e.) An employer shall not be deemed to discharge his duty towards his apprentice if he fails to keep him at work owing to slackness of work, but such slackness may form a proper ground for transferring him to a master willing to undertake the duty of teaching him.

(f.) When an apprentice is discharged for cause the employer shall send notice of the discharge and of the cause thereof to the Inspector of Factories.

(g.) No deduction shall be made from the wages of an apprentice except for time lost through his own sickness or default, or cessation of work for any cause over which the employer has no control. The time so lost in any year of his apprenticeship shall be made up before such apprentice shall be considered as having entered upon the next succeeding year of his apprenticeship, and the period of apprenticeship shall be extended for a period equal to such time lost; but an apprentice working overtime shall have such time added to his ordinary time in calculating the respective years of his apprenticeship.

(h.) Existing arrangements with or relating to apprentices now serving any employer may continue, provided that an employer wishing such arrangements to continue shall forward the names of his present apprentices to the Inspector of Factories within one month after the filing of this award.

(i.) When the last apprentice taken on has served three years an additional apprentice may be taken on so as to enable the former to have a better opportunity of learning the trade.

Under-rate Workers.

7. (a.) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on the application of the worker after due notice to the union, by the local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b.) Such permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector or other person shall think fit.

(c.) Notwithstanding the foregoing it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having the same so fixed.

(d.) It shall be the duty of the union to give notice to the Inspector of Factories of every agreement made with a worker pursuant hereto.

(e.) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Tools.

8. All tools shall be provided by the employer.

Preference.

9. (a.) If any employer shall hereafter engage any worker coming within the scope of this award who shall not be a member of the union, and who shall not become a member thereof within seven days after his engagement and remain such member, the employer shall dismiss such worker from his service if requested to do so by the union, provided there is then a member of the union equally qualified to perform the particular work required to be done, and ready and willing to undertake the same.

(b.) Whenever an employer shall employ any worker who is not a member of the union he shall within twenty-four hours thereafter give notice in writing of such employment to the secretary of the union.

(c.) The provisions of the foregoing clause shall operate only if and so long as the rules of the union shall permit any worker coming within the scope of this award of good character and sober habits to become a member of the union upon payment of an entrance fee not exceeding 5s., upon a written application, without ballot or other election, and to continue a member upon payment of subsequent contributions not exceeding 6d. per week.

Scope of Award.

10. (a.) This award shall apply to employers carrying on business in the Northern Industrial District, but shall not extend to the Poverty Bay District which lies outside a line drawn from the East Cape along the main range to the boundary of the Wellington Industrial District.

(b.) Nothing in this award shall apply to any foreman, manager, or shop-assistant: a "foreman" to mean a journeyman in charge of any branch of the trade in which two or more other workers are employed.

Term of Award.

11. This award shall come into force as from the 11th day of November, 1916, and shall continue in force until the 31st day of October, 1918.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the said Court hath hereunto set his hand, this 9th day of December, 1916.

____ T. W. STRINGER, Judge.

MEMORANDUM.

This award embodies without alteration the recommendations of the Conciliation Council, which the parties agreed to accept. At the hearing the parties agreed that the award should be made retrospective.

T. W. STRINGER, Judge.