

(7984.) NORTHERN INDUSTRIAL DISTRICT BRICKLAYERS, CARPENTERS AND JOINERS, PLASTERERS, AND STONE AND MONUMENTAL MASONS.—APPRENTICESHIP ORDER.

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of the Apprentices Act, 1923; and in the matter of the conditions of apprenticeship in the bricklaying, carpentering and joinery, plastering, and stone and monumental masonry industries within the Northern Industrial District.

Friday, the 19th day of December, 1924.

WHEREAS, pursuant to section 4 (1) of the Apprentices Act, 1923, an Apprenticeship Committee has been set up for the Northern Industrial District in connection with the bricklaying, carpentering

and joinery, plastering, and stone and monumental masonry industries: And whereas the Court has heard the employers, workers, and other persons concerned, and has considered the recommendations made to it by the said committee: And whereas the Court has deemed it expedient to make an order under section 5 of the said Act prescribing the wages, hours, and other conditions of employment to be incorporated in contracts of apprenticeship in the said industry in the said district, and prescribing such other matters and things as the Court is required and authorized by the said section to prescribe: Now, therefore, the Court doth hereby order and prescribe as follows:—

1. The locality in which this order shall have effect is the Northern Industrial District.

2. The branches of the building industry to which this order shall apply are bricklaying, carpentering and joinery, plastering, stone and monumental masonry.

3. Every contract of apprenticeship and every alteration or amendment thereof shall be in writing signed by the employer and the apprentice, and, if the apprentice is under the age of twenty-one years, by the parent or guardian (if any) of the apprentice, and shall be registered by the employer in the prescribed manner, within fourteen days of the date hereof, with the District Registrar.

4. Except as provided by clause 11 of the Apprentices Act, 1923, no boy may be admitted as an apprentice to any trade subject to this order under the age of fifteen years.

5. The term of apprenticeship shall be five years.

6. The proportion of the total number of apprentices to the total number of journeymen employed in the industry in the district shall be not more than one to three. The proportion of the total number of apprentices to the total number of journeymen employed by any employer shall be not more than one to two.

7. For the purpose of determining from time to time the total number of journeymen employed by any employer or in the trade or industry in the district each employer shall, during the month of April in each year, furnish to the District Registrar a statement of the number of journeymen employed by him for at least two-thirds full time during the six months ended on the 31st day of March last preceding. Every employer who has not furnished such statement for the six months ended on the 31st day of March, 1924, shall do so during the month of January, 1925. For the purposes of this order an employer who himself works substantially at the trade shall be entitled to count himself as a journeyman. An employer shall be deemed to work substantially at the trade if he devotes sufficient time to train and supervise apprentices, even though he may not devote half his time to actual work at the trade.

8. The minimum rates of wages payable to apprentices shall be—15s. per week for the first year; 22s. 6d. per week for the second year; 30s. per week for the third year; 37s. 6d. per week for the fourth year; 45s. per week for the fifth year.

9. If ordered to do so by the Court or a committee, any apprentice residing within a radius of eight miles from a technical college or school or other approved institution shall, during three years of his apprenticeship, or until he shall have obtained the certificate hereinafter mentioned, attend the classes in such college, school, or institution in carpentering and joinery, and in such case the employer shall refund to the apprentice the amount of the fees for each term in which his attendance is not less than 75 per cent. of the maximum possible.

10. Every apprentice who shall have obtained from the Principal of the college or school in which he has attended classes as before mentioned a certificate that he has passed an examination equivalent to that required to be passed in order to obtain a certificate in carpentering and joinery in Grade 2 of the City and Guilds of London Institute shall, upon production of such certificate to his employer, be paid during the fourth year of his apprenticeship at the rate of not less than 5s. per week in excess of the ordinary apprentice rate, and during the fifth year of his apprenticeship not less than 7s. 6d. per week in excess of such ordinary rate.

11. The period of probation to be prescribed in any contract of apprenticeship to enable the employer of any apprentice to determine his fitness shall not exceed three months in the case of a first apprenticeship to the trade, and shall not exceed two months in any other case.

12. A person under twenty-one years of age who has served part of his apprenticeship to the trade outside of New Zealand may complete the term of apprenticeship herein provided for with an employer in the district on furnishing to the District Registrar a certificate from his former employer and/or such other evidence (if any) as the District Registrar may require in order to show the time served by such person as an apprentice outside of New Zealand. The District Registrar may refuse to register any contract of apprenticeship entered into under the provisions of this clause until such evidence has been furnished to him. Any party aggrieved by the decision of the District Registrar may within fourteen days appeal to the Court, whose decision shall be final and conclusive. The period of probation in cases coming within the scope of this clause shall not exceed one month.

13. (a.) All time lost by an apprentice through his own default in any year of his apprenticeship shall be made up before such apprentice shall be considered to have entered upon the next succeeding year of his apprenticeship, or, if the final year, to have completed his apprenticeship. Any overtime worked by an apprentice shall similarly be credited to the apprentice as part of any year of his apprenticeship.

(b.) An employer shall be entitled to make a rateable deduction from the wages of an apprentice for any time lost by him through sickness in excess of two weeks in any year or through his own default.

14. The hours worked by an apprentice shall, subject to the provisions of any statute, be those normally worked by journeymen in accordance with the provisions of the award or industrial agreement relating to the employment of journeymen for the time being in force in the district. An apprentice under the age of seventeen years shall not be permitted to work overtime, except on country work; and if an apprentice over the age of seventeen years shall be required to work overtime he shall be paid at the same extra rates as are provided for payment of overtime in the award for the time being in force for journeymen in the respective trades.

15. The conditions of the award or industrial agreement referred to in clause 14 hereof in so far as they relate to the method and time of payment of wages, holidays (except in regard to deductions for holidays), travelling-time, suburban work, country work, meal-money, and other matters (other than preference to unionists) relating generally to the employment and not in conflict with this order shall be applicable to apprentices.

16. Every contract of apprenticeship shall accord with the provisions of the Apprentices Act, 1923, and this order, and shall make provision, either expressly or by reference to the said Act or this order, for the several matters provided for therein, and shall not contravene the provisions of any Act relating to the employment of boys or youths. In default of such provision being made in any such contract of apprenticeship, or in so far as such provision is defective or ambiguous, the contract shall be deemed to provide that the conditions of apprenticeship shall be not less favourable to the apprentice than the minimum requirements of this order.

17. It shall be an implied term in every contract of apprenticeship that the apprentice will diligently and faithfully obey and serve the employer as his apprentice for the prescribed term, and will not absent himself from the employer's service during the hours of work without the leave of the employer or except as permitted by this order; and, further, will not commit or permit or be accessory to any hurt or damage to the employer or his property, nor conceal any such hurt or damage if known to him, but will do everything in his power to prevent the same.

18. (a.) The employer shall undertake that every opportunity and facility be given to the apprentice to learn all branches of the trade to which he is apprenticed, as carried on by the employer.

(b.) The employer shall be responsible for seeing that the apprentice is engaged on progressive work necessary to his complete training as a craftsman.

19. No premium in respect to the employment of any person as an apprentice shall be paid to or received by an employer, whether such premium is offered by the person employed or any other person.

20. The provisions of this order shall not necessarily apply in the case of a special contract of apprenticeship entered into under the provisions of section 11 of the Apprentices Act, 1923. All applications

under that section shall be dealt with individually by the committee, and the committee may make such order as it thinks fit, provided that in no case may the conditions be less favourable to the apprentice than the minimum requirements of this order.

21. It shall be an implied term in every contract of apprenticeship that the provisions of the Master and Apprentice Act, 1908, shall not apply thereto.

22. The powers conferred on the Court by paragraphs (b) to (l) inclusive of section 5 (4) of the said Act are hereby delegated by the Court to the said committee in so far as those powers relate to the said industry in the Auckland (twelve-miles radius from the Chief Post-office) District, but reserving nevertheless power to the Court at any time and from time to time to withdraw all or any of such powers.

23. This order shall operate and take effect as from the 5th day of January, 1925.

[L.S.]

\_\_\_\_\_ F. V. FRAZER, Judge.

#### MEMORANDUM.

A suggested form of apprenticeship contract is appended.

[L.S.]

F. V. FRAZER, Judge.

*[For suggested form of apprenticeship contract see page 779.]*